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There is no denying that the entry of American unions into Canada 50 to 100 years ago enabled many thousands of Canadians to improve their wages and working conditions much faster, and to a far greater extent than would have been possible otherwise. But many Canadians are now seeking to reclaim their economic and cultural heritage—and international unions are one of their targets. See "The Struggle for Canadian Labour Autonomy," by Ed Finn, p. 766.

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News briefs

■ A long-term disability insurance plan for federal public servants, to begin on November 1, was announced on August 14 by C. M. Drury, President of the Treasury Board. The plan is based on recommendations made by the National Joint Council of the Public Service of Canada. It offers public servants disability insurance at favourable group rates and provides a continuing income for employees prevented from working because of disability.

The basic monthly benefit will be 60 per cent of the last adjusted salary of an employee prior to commencement of benefit. It starts 13 weeks after the beginning of the disability or upon the expiration of the employee's paid sick leave and will be paid until age 65. Employees will contribute five cents per month for each $250 of earned salary, and the Government, as employer, will also contribute five cents for each $250 earned. The program will be optional for all eligible public servants employed as of October 31, 1970, but compulsory for those joining after that date. Managerial or confidential employees will be covered separately under a similar benefit in the Public Service Management Insurance Plan.

■ **Members of the Northwest Territories Public S vice Association voted in June to ratify the first contr bargained on their behalf by the Public Service Allian of Canada. The agreement covers the period April 1970 to March 31, 1972 and calls for pay increas averaging 5½ per cent in each year of the contract.**

The 1,200 association members made many gains fringe benefits. These included: time-and-a-half for wo done on designated holidays; double time for Sund work; shift premiums; grievance procedure enabling t union to enter a grievance on behalf of one or all the employees; establishment of a classification revi board; overtime for ferry crews; and severance pay the event of an employee being laid off, resigning af four years service, retiring early for health reasons, dying. The Alliance was successful also in reclassifyi 52 positions and getting immediate increases of fr five to 20 per cent for all employees occupying th positions. Other gains occurred in: the codification formerly loosely applied regulations governing ter and conditions of employment; and in the freezing rents, settlement allowances, removal expenses, and tion payments will form a base for future consultatio

■ **Walter Critchley, of Grand Falls, was re-elected President of the Newfoundland and Labrador Federation of Labour at its annual convention, July 27-30, in Corner Brook.** Mr. Critchley defeated Malcolm McLaren, a St. John's CBC employee, to retain the presidency for 1970-71. This is his second consecutive term in office. Mr. Critchley, 39, is President of Local 1906, International Association of Machinists and Aerospace Workers, and Chairman of the Joint Mill Unions Committee at the Price (Nfld) Ltd. paper mill, Grand Falls. Others elected to the executive were John MacKenzie, Grand Falls, Secretary-Treasurer; William Parsons, Eastern Vice-President; Arthur A. Kelly, Grand Falls, Central Vice-President; Earl Thistle, Corner Brook, Western Vice-President, and Thomas Riggs, Labrador City, Northern Vice-President.

A number of resolutions were passed calling for unionization of every worker in the province, a provincial insurance plan, a drug plan similar to medicare, a halt in phasing out Newfoundland railway stations, trade union history courses in provincial schools, and further investigation into pollution at Long Harbour. A stand was taken against the Hospital Employees Act, and the Federation asked for increased opposition to it in all provinces.

A number of resolutions dealt specifically with Labrador. They included a request that the road tax be removed from gasoline purchased by Labrador City-Wabush residents, a reduction in Eastern Provincial Airways rates, establishment of a provincial commission to investigate the high cost of living in the area, and reduction in the prices of alcoholic beverages. The Federation called also for the establishment of government offices in Labrador, better roads in Labrador City, and the building of a highway from Québec to the Labrador City-Wabush area.

■ **Edward Lawson, of Vancouver, a Canadian representative of the International Brotherhood of Teamsters, has been named Canadian Director of the union.** Mr. Lawson succeeds I. M. Dodds as the top teamster official in Canada. He will also be on the staff of the international union. He has been president of the Teamsters Joint Council in British Columbia since 1955.

■ **Faced with the possibility of fines of from $5,000 to $50,000 a day, and prison terms of up to one year, Québec construction union and employer representatives returned to the bargaining table in August after a month-long strike.** Individual workers were liable to fines of from $25 to $100 a day, and up to a month in jail for failing to comply with the back-to-work order.

These penalities were to be imposed under the stringent provisions of Bill 38, approved by the Québec National Assembly on August 8. The Bill was passed by the large Liberal majority in the Assembly, supported by the Creditistes, to end what Labour Minister Pierre Laporte called a "state of crisis" that had tied up contracts worth $600 million. Representatives of the two unions and the five employer associations concerned with the dispute were allowed 30 days to work out a new contract under the supervision of two government conciliators. If no agreement had been reached, the dispute was to have been heard by a parliamentary committee; as a last resort, the Government was to write and impose a new contract. No strikes or lockouts were to be permitted within the stipulated arbitration period, and all parties were constrained to come to the bargaining table at the Government's request.

Although CNTU President Marcel Pepin denounced the Bill as a "bludgeon law and a tomahawk law," the CNTU leaders called a press conference on August 10 to announce that they would not defy the Government's edict. The CNTU backed by the Québec Federation of Labour had called the strike to support demands for province-wide wage rates based on those earned in the Montreal area. The five employers associations had banded together to resist the demand, saying that low wage areas such as the Eastern Townships could not be raised to an equal wage level within the immediate future.

Bill 38 granted the construction workers a raise of 30 cents an hour immediately, 20 cents more in 1971, and 25 cents in 1972; this offer was identical to that made by the employers just before talks broke down. The Government introduced also an amendment, based on an earlier Parti Québecois proposal, that endorsed the principle of wage parity. Mr. Pepin told a news conference afterward that, without the amendment, he would have recommended that the strike continue. Although the amendment promised only to have experts study the feasibility of wage parity, Mr. Pepin called it a "substantial gain." Consequently, work resumed in the construction industry with no holdouts.

■ **The survival of shipbuilding in Canada depends on the establishment of a national maritime policy and a Canadian-flag fleet consisting of Canadian-built ships manned by Canadians.**

So says the Canadian Labour Congress in a commentary on the report of its committee on shipbuilding in Canada. The report, submitted to the Minister of Industry, Trade and Commerce, Jean Luc Pepin, in August stated: "The Maritime Committee is convinced that the industry has no future unless and until the federal Government adopts a maritime policy based on the establishment of a basic nucleus of ships built in Canadian yards, maintained in Canadian repair facilities, manned by Canadian officers and men, and capable of lifting a significant portion of Canada's overseas trade and all of Canada's coastal trade." The CLC emphasized that, whereas the principal shipbuilding countries have modernized their yards, Canada's shipbuilding industry is suffering from "commercial starvation, neglect and indifference."

The report's major shortcomings, the CLC said, were its failure to specify the basic priorities of a national maritime policy, and its implicit faith in competitive market forces, to the exclusion of government assistance in solving the problems besetting the Canadian shipbuilding and ship repair industries. The Congress maintained that, before deciding on the level of subsidies to the industry, the report should have recommended that the Government: declare a national maritime policy; remove the duty-free status of British-built ships; assist the industry in rationalizing its facilities; and finance or build the shipbuilding and ship repair facilities that Canada needs, and which industry cannot and will not provide. Any subsidy without these prerequisites would be merely a "stop-gap measure" says the CLC.

"The cost of operating a Canadian-flat fleet," the commentary continues, "must be balanced against such benefits as the development of manpower skills, increased employment and personal income tax revenue and net improvements to the balance of payments," and "the costs of neglecting maritime policy must include wasted human resources, unemployment and negative contributions to the balance of payments."

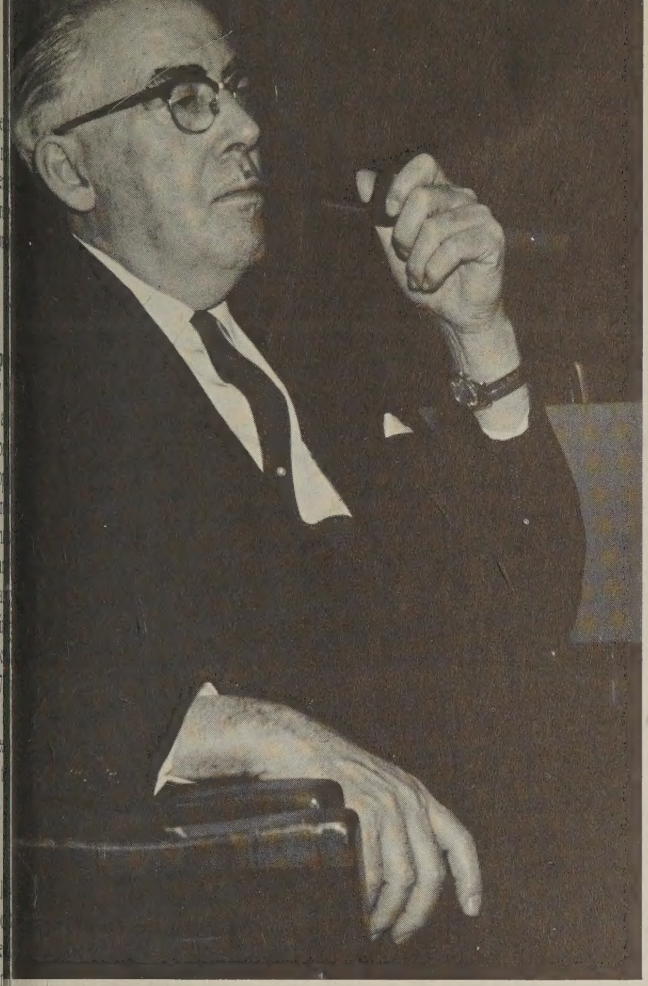
The CLC recommended also that the Government intervene with strong incentives to speed up the consolidation and phasing out of obsolete shipbuilding and ship repair facilities. New yards should be established that can compete with the most modern facilities in other countries. Dry-docking facilities capable of servicing container ships, modern tankers and bulk carri should be part of new or consolidated shipbuilding a repair facilities established through federal governme assistance, and a conference of industry and union r presentatives should be called to propose modificatio in work rules.

■ **A marked slowing in the growth of Canadian outp during the second half of 1970 will be followed by sharp acceleration in the first half of 1971,** says economic outlook report compiled by the 22-memb Organization for Economic Co-operation and Develo ment. The Paris-based international organization pr dicted a 3 per cent increase in Canada's Gross Nation Product this year. According to the OECD report, Ca ada's GNP was expected to grow at the modest ra of 1.75 per cent in the last half of 1970, compared wi a 3.25 growth rate in the first half. The OECD predi a growth rate of 4.5 per cent in the first half of 197 but states that "inflation remains a major problem." expects prices to rise by 4 per cent this year, but forese a progressive decline in the rate of price increase 3 per cent in the first six months of 1971.

The OECD said that "no general relaxation" shou be made in Canada' current economic restraints, b it recommends that selective measures be taken to soft the burden of unemployment in parts of the count where it is excessively high. "The unemployment ra may continue to rise and average perhaps 6 per ce for the year as a whole," the report said.

The rate of increase in real economic activity duri 1970—that is, apart from price-inflated measures of ac vity—will be about half the growth potential. The OEC sees a 2.25 per cent increase in private consumpti in 1970, compared with a 5.6 per cent rise in 1969, b predicts a return to a more normal growth rate in co sumer spending in 1971. Business investment will less than forecast, and residential construction will sho a decline. With an increasing under-utilization of capa ity this year, industrial production is expected to increa by 3.5 per cent, compared with 5 per cent last year.

The major effect of policies to ease demand and restra price and wage increases will be felt in 1971. On t subject of prices, the OECD notes that the Prices a Incomes Commission "has so far had rather limit success in promoting voluntary price and wage r straint."



Dr. Kenneth Pugh

■ **Dr. Kenneth Pugh, Alberta's Deputy Minister of Labour, retired in September.** Mr. Pugh joined the Alberta Government in 1938. He was appointed chairman of the Board of Industrial Relations in 1948 and became Deputy Minister in 1959. He held the dual post until August 1969.

Pugh has served as president of the Canadian Association of Administrators of Labour Legislation and was on the Executive Board of the International Association of Governmental Labour Officials of the United States and Canada. On special assignments with the Government of Canada, he has served as an advisor on labour-management relations to the Philippine Government, chairman of a board on labour standards in the Northwest Territories, and as a representative at ILO conferences in Geneva.

■ **The Commons Standing Committee on External Affairs and National Defence Respecting Canada-U.S. Relations has laid down recommendations aimed at giving Canadian branches of international unions increased autonomy** **(see also p. 766).**

In its Eleventh Report, the Committee stressed that the development of a fully independent Canadian identity and the need for Canadian interests to be kept uppermost in every sphere of activity require that Canadian branches of international unions quickly gain the fullest possible autonomy and freedom of action. But the Committee concluded that legislation is not required to achieve this objective. It notes that a number of Canadian branches of U.S.-based international unions have already gained a wide measure of autonomy and that the Canadian Labour Congress, at its convention at Edmonton in May, adopted a policy supporting minimum standards of self-government for Canadian sections of international unions (L. G., Sept., p. 640).

The guidelines set out by the Committee state that: the Canadian section of the international unions should have the machinery and the authority to deal with all matters of concern to Canadian members and locals; Canadian members and locals of international unions should have complete authority over their collective bargaining program, the settlement of disputes, and the conclusion of collective agreements, without having to gain the approval of U.S. headquarters; Canadian officers of international unions should be elected by Canadians; machinery should be provided so that control over expenditures and staff in Canada rests with the Canadian branch and its officers; reasonably detailed financial statements, giving a clear view of the financial operations of the union, should be made available to all members; and steps should be taken to give Canadian sections of international unions full authority to handle all matters without any control from outside, whether those matters are concerned with the internal administration of the Canadian locals or with general social and economic policy or with collective bargaining.

The Committee noted that there was not sufficient information currently available about the workings of international unions in Canada, and it recommended that a division be established in the federal Department of Labour to obtain, analyze and publish information concerning international and other unions operating in Canada, and that the division be given the legislative authority to demand and receive such information, particularly with respect to the Committee's guidelines.

Joe Morris H. O. Vetter Donald MacDonald Berndt Otto Jean Beaudr

■ **Continuing consultation and close co-operation is a two-way street between the West German trade union movement on the one hand and government and other public agencies on the other, according to Heinz Vetter, President of the Deutscher Gewerkschaftsbund (DGB), the German Trade Unions Federation.**

"Regardless of the political party in power, the West German federal and provincial governments remain in close touch with the labour movement and consult with it, particularly in matters of economic policies, education, labour legislation, social welfare and foreign aid," said Mr. Vetter. He was on a two-week visit to Canada last summer, as a guest of the Canadian Labour Congress. He was accompanied by DGB Executive Secretary Berndt Otto.

Joint boards with representation from government, labour and employers are in charge of most social security schemes such as sickness, hospital and medical insurance and workmen's compensation, he explained. In the matter of foreign aid, the labour movement also co-operates closely with the Government and receives substantial subsidies for its assistance to developing countries, much of which is channelled through the International Confederation of Free Trade Unions. Labour's advice is also heeded by the Government when it comes to appointing labour attachés abroad, and a great proportion of labour attachés are members of the labour movement. Mos other government departments also have joint advisor boards with labour representation to advise them o matters of policy. Even in the private sector, worker participate actively in the management of corporations Vetter said. Mr. Otto, for instance, is a member of th board of directors of a large steel company employin 25,000 workers.

Internally the DGB was structured almost from scratc following World War II. Its 6.5 million members ar represented by only 16 unions, each one having exclu sive jurisdiction over a specific occupational group There are plans afoot to reduce this number to 10. "I Canada the consolidation of the labour movement i only beginning, and I believe that the process of merger leading to fewer and stronger unions will gather mo mentum," Vetter said.

Labour relations around the world

■ **Union wage rates for building trades workers in U.S. cities of 100,000 population or more averaged $6.19 an hour on July 1, 1970, an increase of 7.7 per cent, or 43 cents, during the second quarter of 1970, according to the Labor Department's Bureau of Labor Statistics.** The percentage increase in average rates was the largest for the second quarter since the Bureau's series began in 1948, exceeding the previous record advance of 5 per cent recorded last year. The increase for the year ending July 1, 1970 (11.8 per cent) exceeded the advance for the corresponding period in 1969 (8.8 per cent). When employer payments to health and welfare, pension, and vacation plans are added to basic wage rates, increases in the average were 8.2 per cent for the second quarter of 1970 and 12.9 per cent for the year. Corresponding advances in 1969 amounted to 5.6 per cent and 9.9 per cent.

■ **The decision of the United States Senate to cut off funds to the ILO for the balance of 1970 is viewed with "deep concern" by Harm Buiter, General Secretary of the International Confederation of Free Trade Unions.**

"One of the first actions of the newly elected Director-General of the ILO was the appointment of a Soviet nominee as one of the five Assistant Directors-General. We believe that there were other and more urgent matters to tackle for the ILO than this addition to the directorate," Mr. Buiter declared. At a time when the ILO needs strengthening, the U.S. decision can only weaken the "free and democratic forces within the ILO and seriously impede its effectiveness, both in the field of labour standards-setting activities and technical co-operation. We express the hope that the United States will reconsider its position before taking a final decision," Buiter said. He noted also that the ICFTU has repeatedly expressed its opposition to those who would use the ILO as a "propaganda forum for purely political purposes."

■ **To protect its financial position, the International Labour Organization has had to postpone four scheduled Geneva meetings.** The groups affected were: Metal Trades Committee (Sept. 14-25); Joint Committee on the Public Service (Sept. 28 to Oct. 9); Consultants on Workers' Education (Sept. 28 to Oct. 9); and the Committee on Work on Plantations (Dec. 7-18). The ILO also postponed three seminars. The savings are estimated at more than $370,000. Canada had named delegations to attend two of the meetings.

The financial crisis of the ILO was brought about by the proposed cutting off by the Senate of the United States of $3,700,000 in dues to the Organization for the last half of 1970. The withdrawal of funds came after complaints in the U.S. that Communist countries had too much influence in the Organization after the appointment of Pavel Astapenko of the USSR, as Assistant Director of the ILO (L. G., Oct., p. 692).

ILO Director-General Wilfred Jenks, in an address to the Second World Congress of the International Industrial Relations Association in September declared that the ILO could not be the servant or instrument of any ideology. Said Mr. Jenks: "It is implied in the universality of the ILO and the permanence of its mission that it cannot be or become the servant or instrument of any ideology, however firmly that ideology may be convinced that it represents the essence of the ILO or the future of mankind. Ideology belongs to time and place. We are not captive to time or place."

50 years ago

The motivation to become a charwoman, mental competence and mining, employee roulette, and a hot dispute in the British coal industry were some of the topics reported in the November 1920 Labour Gazette.

■ **How did the married woman of 1920 fit into the business world? Not very effectively, according to Mrs. M. J. Gérin-Lajoie, Vice-President of the Fédération Nationale Saint-Jean Baptiste.** In a speech printed in La Bonne Parole, the official Federation publication, she said that the married woman who worked outside her home was an exception. The female labour force was composed mostly of young girls and widows. If a married woman did choose to work outside, she did not select a factory or store as her employer. Instead, she would often choose to become a charwoman.

Marriage-oriented young ladies viewed their jobs as temporary occupations only. They steered away from positions requiring a long apprenticeship or a sacrifice of time. They chose to take jobs offering an immediate financial gain sufficient to meet their current needs. There were exceptions, however. Women would make sacrifices to follow careers useful to family life, such as the needle, clothing and millinery trades, and teaching and nursing.

■ **Discussing various provincial laws regulating mining operations in Canada, the November Labour Gazette brought the following data to light:** Persons employed in operating power machinery to lift human beings in the British Columbia coal mines had to have a medical certificate renewed every six months to prove that they were mentally and physically capable of performing their duties. Ontario provided like restrictions. Regulations in other provinces varied in their severity; only the Yukon Territory demanded no particular age or qualifications from individuals operating hoisting machinery.

In Nova Scotia, underground managers, overmen, min examiners and stationary engineers required certificate of competency. British Columbia provided a mor varied list: certificates were required to qualify as man agers, overmen, shift bosses, fire bosses, shotlighters an mine surveyors. Alberta simply stated that managers overmen and mine examiners must be certified. No did the requirements for parallel positions match in th three provinces. In Nova Scotia, a candidate for manag er had to be a British subject, over 21 years of age with four years experience working underground—par of which had to have been time spent working at th face. He must also have had a certificate of competency as an underground manager, or at least three years practical experience and a degree as a mining engineer from some approved college or university.

For the same position, British Columbia stated that th candidate must be 25 years of age, have either five years working experience or a degree in scientific coal mining from an approved university or college, and have fou years practical mining experience. In Alberta, the re quirements differed again. The potential manager had to have at least five years practical experience either wholly or partly in Canada, or at least a two-year course in scientific or mining subjects at an approved college or university, plus three years experience in a coal mine The age limit was set at 25.

How much air did a man need to breathe while down in the mines? In Québec, the Government made no stipulation. In Saskatchewan, a standard of 100 cubic feet of ventilation was mandatory; in Alberta, there had to be 200 cubic feet for each man and animal; in British Columbia, the animals rated over man: 100 cubic fee for each man but 300 for each animal.

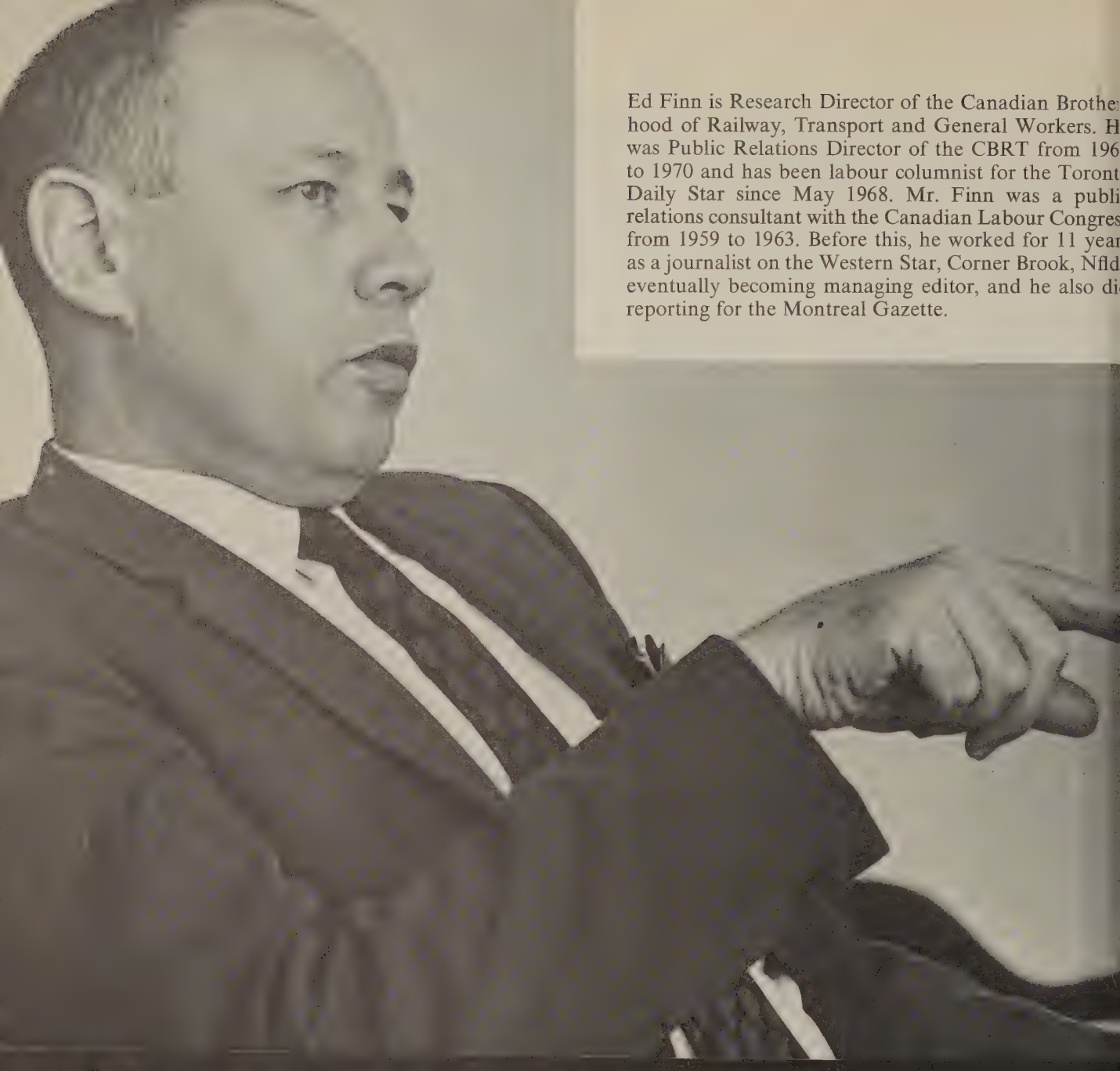
■ **The game of employee roulette was playing havoc with the budgets of American manufacturers. The Industrial Bureau of the Merchants' Association of New York reported that $30,000,000 a year was being spent to cover replacement of employees who switched jobs.** The costs varied with the skill required by the position vacated it might cost only $50 to replace a semi-skilled worker but one tobacco company stated that $200 to $250 would be barely enough to train a cigar maker. Included in the estimated replacement costs were allowances for maintaining idle machinery, advertising, interviewing prospects, investigating background qualifications medical examinations and paperwork as well as the actual outlay on training, including basic pay in the apprentice period, breakage, and a proven increase in the number and severity of accidents.

The turnover of employees was twice as great, and hence twice as expensive, in factories employing unskilled workers compared with those employing skilled workers. Training was most expensive in the first two weeks after hiring; unfortunately it was at the two-week point that turnover was the worst. One company did report some success in reducing the massive expenditure wasted in this way simply by more careful screening at the time of hiring and by revising training procedures. Replacement costs dropped from $61,000, in 1918 to $32,000 in 1920, despite the fact that most of the company's 1,000 employees were semi-skilled and therefore statistically high turnover risks.

■ **British coal miners and the British Government took turns vilifying each other during a dispute. When the Government rejected the recommendation of the Sankey Commission that the coal mining industry be nationalized, the Miners' Federation demanded another form of compensation: a wage increase of two shillings a day, and a reduction of 14 shillings a ton in the price of domestic coal.** The Federation backed its demands with charges that there existed a surplus profit from the sale of coal abroad.

The Government conceded nothing. It replied that the British consumer should be grateful for his lot, that he paid far less for coal than consumers in other countries paid. It stated emphatically that miners' wages had increased more rapidly than the cost of living had risen, that 60 per cent of the excess profit in the coal mining industry had already been seized by the Government, and that the Federation had no justification for a wage increase anyway because reduced working hours had resulted in reduced coal production. On September 1, the Federation members voted to strike, and the Fuel Control Department warned the public to save coal. The vote was swung strongly in favour of the strike by the militancy of the pit boys, particularly those in the Scottish coal districts. Four days short of the strike deadline on September 27, the Prime Minister intervened personally with his "datum line" proposal. This proposal stated that if production reached X tons, wages were to be increased 1 shilling a shift; if it increased X Y tons, there was to be a 2-shilling wage raise; and for an X Y Z increase, there had to be a 3-shilling wage raise.

The difficulty was then to determine what basic amount of production was represented by X. Although the Government was willing to have this question arbitrated by an independent tribunal, such as the Industrial Court, the miners' representatives were not, claiming lack of impartiality. During a one-week truce period, the miners' representatives negotiated the matter with the owners. The deadlock continued, and the miners voted again to strike. On October 18 the strike began. By October 21, the situation had degenerated still further, with the proposal of a sympathy strike by the railway employees. A rank and file split within the railway workers' union prevented this strike from occurring, however. On October 28, a provisional settlement allowed for an immediate 2-shilling raise in the miners' wages if the current volume of production was maintained. In addition, a national wage board was to be set up to establish a schedule for varying wages in relation to profits. The miners again rejected the settlement, but to no avail this time. Because those voting against the plan did not constitute a two-thirds majority, the strike finally ended.



The struggle for Canadian labour autonomy

by Ed Finn

Ed Finn is Research Director of the Canadian Brother hood of Railway, Transport and General Workers. H was Public Relations Director of the CBRT from 196 to 1970 and has been labour columnist for the Toront Daily Star since May 1968. Mr. Finn was a publi relations consultant with the Canadian Labour Congres from 1959 to 1963. Before this, he worked for 11 year as a journalist on the Western Star, Corner Brook, Nfld eventually becoming managing editor, and he also di reporting for the Montreal Gazette.

The recent upsurge of Canadian nationalism could well be the strongest force in shaping the country's social, economic and political destiny in the 1970s. Growing numbers of Canadians, particularly among the new generation, are determined to build and preserve a distinctively free, open and egalitarian society. This would be a difficult task under the most ideal conditions. When the country that aspires to such a level of independence shares a continent with the richest and most powerful nation in the world, it poses an even more formidable challenge.

During Canada's first century, the United States supplied most of the capital and entrepreneurial skill to exploit and develop our resources and most of our primary manufacturing industries. A belated alarm over the extent to which Americans now control Canada's economy is the chief source of the current nationalist fervor. A nationalism grounded solely in anti-Americanism would be sterile and self-defeating. It is not anti-American, however, to seek to reclaim our country's economic and cultural heritage. It is not anti-American to want to avoid a repetition in Canada of the racial, urban environmental calamities now plaguing our southern neighbour. Cutting loose from what is at best a benevolent U.S. colonialism is simply the first prerequisite to the establishment of an independent and qualitatively better Canadian society.

One of the areas in which the process of disengaging the American ties will be painful and prolonged is in the Canadian labour movement. The integration of so many Canadian unions with American-based internationals is so well established that the achievement of full autonomy in this field seems almost chimerical. Nevertheless, the first tentative moves in this direction have already been made. At its biennial convention last May in Edmonton, the Canadian Labour Congress adopted three minimum standards of autonomy for its American-based affiliates (L. G., Sept., p. 640). They called for the election of top Canadian officers by the Canadian membership, their investment with decision-making authority in Canadian affairs, and provision of services appropriate to the Canadian milieu.

This code, although it is an important advance, is much weaker than one proposed by an influential group of reform nationalists at the convention. It omits several of the reformers' key proposals. One would have stipulated that sufficient dues revenue be retained in Canada and put at the disposal of Canadian officers to finance distinctively Canadian services; another would have given the Canadian branches the right to amalgamate, without having to wait for initial mergers of their parent U.S. unions. Even in their diluted form, the CLC's autonomy standards are not enforceable on the internationals. They are voluntary guidelines that each American union is free to observe or ignore. But the mere fact that the Congress, with close to three quarters of its members in the international fold, would even acknowledge the need for greater Canadian autonomy is in itself significant. It reflects an awareness of the growing nationalist sentiment among Canadian unionists, and the potential hazards involved in trying to resist it.

The consequences of an anti-nationalist policy could range all the way from simmering membership unrest to actual breakaways of some Canadian locals. Secession is very difficult, but not impossible—as the Operating Engineers, the Pulp, Sulphite and Paper Mill Workers, and the Retail, Wholesale and Department Store Union have found out. All have lost large segments of their Canadian memberships in recent years. Western locals of the United Transportation Union are also mounting a campaign for full autonomy, and will be pushing hard for it at the UTU's 1971 convention in Miami. These developments are only the first stirrings of the nationalist ferment now bubbling up within Canadian labour. Unless the internationals heed these incipient rumblings and grant effective self-government to their branches in this country, the next decade could see a titanic—and ultimately successful—struggle for Canadian union emancipation.

Indications are that union autonomists could rely on substantial help from the federal and some provincial governments. The concessions demanded by the CLC reform caucus parallel similar guidelines for Canadian union autonomy recommended by the federal Task Force on Industrial Relations—the Woods Report (L. G., May 1969, p. 269)—which may form the basis of new labour legislation scheduled for this fall. Already the Ontario Government has introduced proposed legislative changes that would facilitate the defection of American union members to independent Canadian unions.

The external affairs committee of the House of Commons, after a detailed study of Canada-U.S. relations, issued a report in July that also urged adoption of government guidelines setting forth minimum standards of autonomy for Canadian locals of American unions. The purpose of the guidelines was described unabashedly as giving support and encouragement to Canadian members of internationals seeking increased autonomy from foreign head offices. "These guidelines," the

committee stated in a press release, "would outline desirable objectives of Canadian control in such matters as internal administration of Canadian locals, election of officers, expenditures, and general social and economic policy."

Spokesmen for the internationals in Canada have reacted bitterly to what they regard as political meddling in their internal affairs. They have also tried to minimize the nationalist rumblings in their ranks, attacking the autonomists as a small minority of dissidents, troublemakers, and communists. **They contend that the Canadian labour movement could never sustain itself without American aid, and that international unionism is essential to deal effectively with multi-national corporations. They insist that the advantages conferred on Canadian workers by American unionism far outweigh the disadvantages.**

These arguments can be evaluated only in the context of the historic and structural realities of American unionism in Canada. It is important to understand how U.S. unions became so widely and firmly established here, and why so many Canadian workers joined them and have been satisfied for so long to be represented by them. The internationals began their penetration of Canada more than 100 years ago, at a time when Canada's weak industrial base and sparse population prevented a national union movement from being formed. By the time conditions became opportune for national unions, the internationals were too solidly entrenched to be supplanted. Their superior power and appeal proved overwhelming. Those unions that did not move into Canada of their own accord were invited in by groups of Canadian workers who were unable to survive independently. Canadian workers in those early days, as they are today, were primarily interested in the practical benefits of unionism. They did not consciously choose to join American unions because they were American, but because they were much stronger than the fledgling Canadian organizations and had more to offer.

There is no denying that the entry of American unions into Canada 50 to 100 years ago enabled many thousands of Canadians to improve their wages and working conditions much faster, and to a far greater extent than would have been possible otherwise. The infusion of large amounts of American union money produced stronger and more effective organizations than the national unions alone could have created with their limited financial resources. But the invasion of Canada by the internationals was not motivated by altruism alone. Some were actuated largely by a desire to prevent low wage competition from this country. As Prof. John Crispo put it in his definitive study of **International Unionism** (L. G., May 1967, p. 298) they believed that "they had to come into Canada to protect their flanks."

Another reason was the spillover of American business firms into Canada. The unions that had organized these companies' employees in the U.S. moved in along with the industries as part of the trend toward what the president of the American Federation of Labor described in 1903 as "a developing continental labor and product market." They found Canadians responsive to their organizing drives. "International unions," Crispo remarked, "symbolize the American standard of living that most Canadians crave. Many Canadian workers aspire to American standards and apparently feel that by belonging to international unions, they are most likely to obtain them."

Other reasons for international union expansion into Canada include the natural desire to grow in size and strength; to prevent other unions from taking over their jurisdiction in Canada; as a response to invitations from other unions or central labour bodies (the Seafarers' International Union being a classic example of the latter); and, in at least a few cases, simply because of the opportunity to collect more dues.

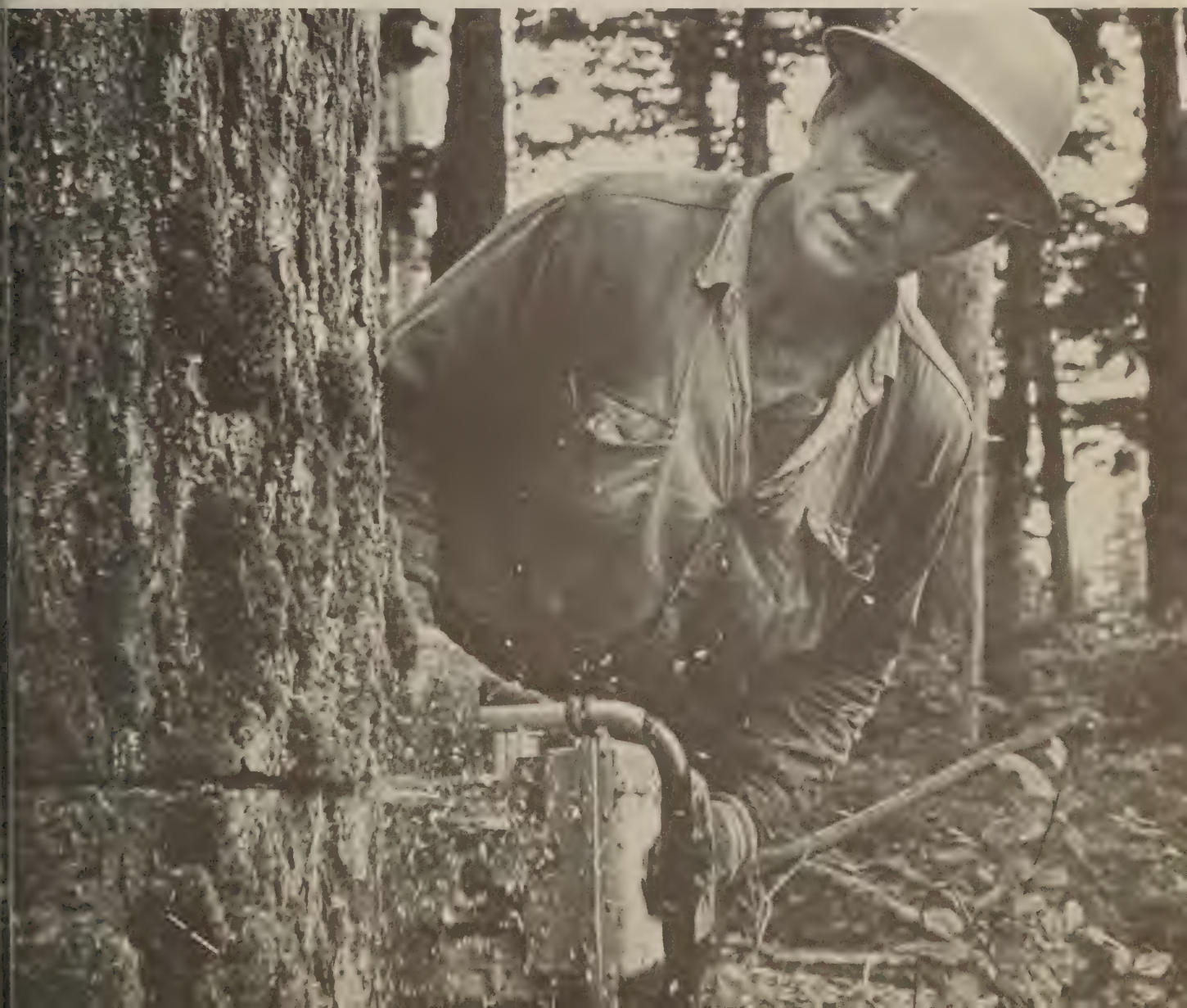
The extent to which the internationals now dominate the Canadian labour movement can be gleaned from the latest (1967) statistics released in the annual report of the Corporations and Labour Unions Returns Act (COLURA). The returns disclosed that in our Centennial Year: 64 per cent of all organized workers in Canada were members of locals chartered by U.S.-based unions; of the 1½ million workers represented by 117 unions affiliated with the CLC, 79.1 per cent belonged to 8 international unions affiliated with the AFL-CIO; 1 of the 20 unions in Canada with memberships exceeding 25,000, six of the nine unions with memberships over 50,000, and two of the three unions with 100,000 or more members were headquartered in the United States; of the 15,676 collective agreements in existence in Canada, 12,620—81 per cent—were held by international unions; 25 of the 30 executive officers of the Canadian Labour Congress were representatives of American-based unions; and practically all of Canada's chief export industries—including those in both primary and secondary manufacturing, such as automobiles, pulp and paper, steel, and chemicals—were covered by collective agreements with international unions.

In the ensuing three years, the pervasive influence of U.S. unions in Canada has not diminished; they remain by far the most dominant force in the Canadian labour movement. The top officers of most internationals in Canada are Canadian citizens, and they frequently claim that the Canadian branches already enjoy a large measure of autonomy. This claim is not supportable. In his book, Prof. Crispo estimated that only about 20 internationals—one in five—have actually "established a Canadian organization in the sense of a separate and distinct national setup." These are mainly the big industrial unions, such as the Steelworkers, the UAW, and the Food and Allied Workers.

It is true that the locals of most American-based unions exercise considerable autonomy in collective bargaining, but even in this area it is far from complete. Many internationals still reserve the right to approve or disapprove the terms of agreements negotiated in Canada. It is not unknown for American head offices to veto contracts approved by local Canadian members, or, conversely, to exert pressure for contract settlements unacceptable to the Canadian locals.

Two recent examples of this kind of intervention were provided by the Plumbers' Union, whose Washington office directed an appointed organizer in Canada to sign an agreement behind the backs of the Toronto local's members, forcing them to install prefabricated suites in a Holiday Inn motel. The Toronto plumbers staged a one-day protest strike against their U.S. president's action, but to no avail.

The Plumbers' president also ordered his western Canada organizer to bargain directly with contractors in British Columbia, bypassing the union's Vancouver Local 170. The Local's full-time business manager wired

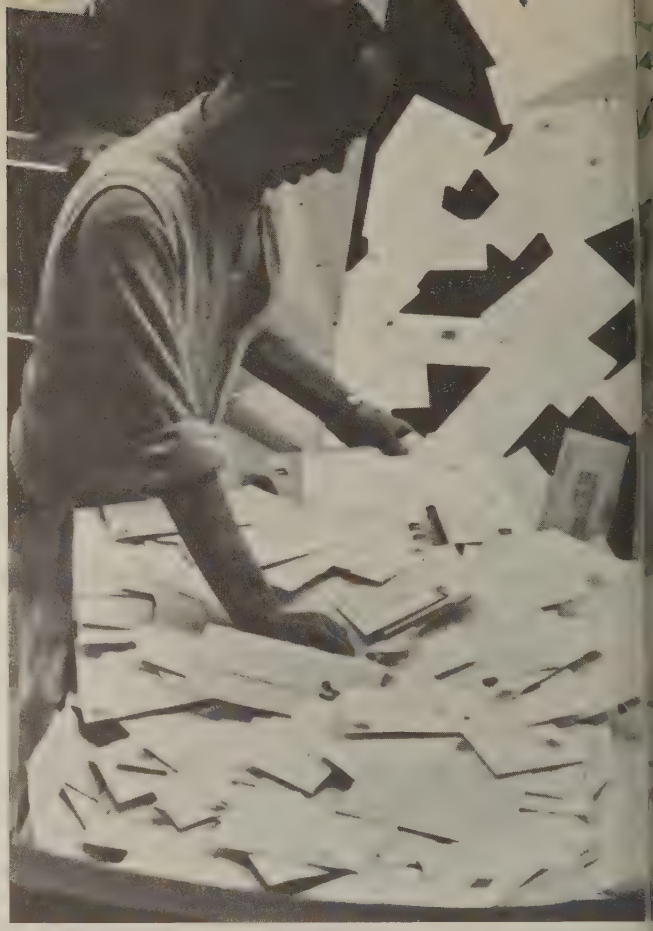


the president on behalf of the irate members, protesting the organizer's "refusal to sit with the democratically elected negotiating committee of this union local when dealing with company negotiators." There is no indication that the president paid any attention to this telegram.

When it comes to taking strike action, the right of final approval rests with international union headquarters. This is a logical extension of the internationals' control of strike funds. The U.S. leaders must be satisfied that a strike in Canada is justified, from their standpoint, before they agree to dispense strike pay. This control over the decision to strike, although it has not been noticeably abused by U.S. head offices, still constitutes a restriction of Canadian union autonomy in collective bargaining.

Some Canadian branches can claim, correctly, to have received much more in strike assistance from their U.S. parent than they have contributed to its strike fund. The Steelworkers are the most notable example of this largesse. Since 1968, their Canadian locals have put $4.1 million into the union's strike coffers in Pittsburg, and have taken out $12.3 million. That represents a subsidy of almost $55 for each Canadian member. It should be kept in mind, however, that the Steelworkers in the U.S. have a stake in maintaining a wage level in Canada that is at or near parity with the American rates. If the Canadian locals are not supported financially in their struggle to keep their wages up, the result could be a transfer of business and jobs from the U.S. to Canada, and mass layoffs of American steelworkers. The same principle applies to the Auto Workers and to other internationals dealing with companies operating on both sides of the border. If they give more in strike pay to their Canadian members than they receive, it is as much in their own self-interest as it is an act of charity.

The total figures on international union revenue and expenditures in Canada indicate that the American unions, in the aggregate, are now taking considerably more out of this country in dues than they are putting back. **In 1967, $35 million in Canadian members' per capita dues were paid to U.S. headquarters, while the internationals' expenditures in Canada for salaries, strike benefits, and pension and welfare payments amounted to $18 million. In the six years, 1962-67, for which records have been kept, the internationals are reported to have collected $166,322,000 in Canada, while pumping back $98,253,000.**



Granted, there are other expenses not recorded in the COLURA reports that some internationals incur in this country: the costs of education and research services for example, and the publication of separate Canadian journals. But, with the exception of the large industrial unions, few internationals provide extensive services of this kind to their Canadian members. Their total expenditures for such purposes would certainly not have added up to another $17 million in 1967. The most liberal estimate would be about $7 million. So it can be safely assumed that the internationals, collectively, made a "profit" that year of at least $10 million on their Canadian operations, and over the six-year span, approximately $45 million.

Of course, even if this net outflow of Canadian union monies to the U.S. could be authenticated, it would not constitute an indictment of the internationals. As Prof. Crispo has pointed out, "they could not be accused of engaging in a kind of profiteering. At least, an economist would not take that view. By his reasoning, international unions would have a right to a fair return on their past investment, and that return would have to be relatively large to compensate for the risks involved." From a nationalist viewpoint, however, the disclosure that the internationals are now reaping an annual net surplus of $10 million or more from their operations in Canada would effectively demolish the argument that the Cana-

dian labour movement cannot be financially self-supporting. Even the incomplete COLURA figures establish beyond much doubt that the financial aid of American unions is no longer essential to the viability of Canadian labour. If the $35 million in dues—now probably more than $40 million—collected each year from Canadian workers were retained in Canada it would easily finance the functioning of a purely national movement, without need for any outside help.

This would be especially true if financial autonomy were accompanied by a badly needed streamlining of the structure of Canadian labour. The dependence of so many small Canadian branches of internationals on their parent unions is artificially maintained. Forty American unions have fewer than 5,000 Canadian members, who, if cut loose, would be unable to survive as separate units. Some internationals have fewer than 1,000 members in Canada. There is no rational basis for their existence, other than as appendages of much larger American organizations.

The multiplicity of small union fiefdoms is a direct outcome of the Americanization of Canadian labour. It is generally agreed that the best interests of Canadian workers would be much better served by a labour movement composed of fewer and larger unions. Ideally, the number would be no more than 30, but even a reduction to 50 unions from the present 161 would be a big improvement. Unfortunately, the Canadian sections of international unions cannot merge with one another unless their parent unions first merge in the U.S. As the parent unions, in most cases, are self-sustaining, they do not feel the same urgency to amalgamate as do their Canadian branches. The few mergers of internationals that have occurred in Canada in recent years—such as that between the Steelworkers and the Mine, Mill and Smelter Workers—have come as sequels to prior mergers across the border. The continuing fragmentation of Canadian labour leaves many thousands of union members without adequate servicing or bargaining powers.

Addressing the annual convention of the United Glass and Ceramic Workers of North America at Miami Beach in July, CLC Secretary-Treasurer William Dodge spelled out the price of this U.S.-imposed dispersion. "What concerns us," he said, "is that very few of these internationals with small Canadian memberships are able to maintain the kind of operation Canadian union members are insisting upon more and more—education programs, research facilities, social action programs, and publications—all designed to operate within the framework of Canadian economic and social trends." The solution, he added, rests in union mergers, which the CLC is actively encouraging. CLC "encouragement" alone is not likely to have the desired effect. If supplemented by mounting rank-and-file pressure, however, it could result eventually in broadened Canadian union autonomy, perhaps even including the right to merge when Canadian, rather than American, conditions are favourable.

The campaign for Canadian merger rights would gain great impetus if supported by the top Canadian officers of the internationals. But this support shows no sign of materializing on any large scale. Most of these top officers, along with their staff, are appointed by their international presidents. They are expected to maintain peace in the "colonies", not stir up the natives. These satraps receive handsome American salaries and expense allowances, and their jobs are secure as long as they refrain from rocking the boat. They are uncomfortably aware that the achievement of Canadian autonomy would require them to win election by the Canadian membership, and would add greatly to their duties without increasing their pay. Moreover, they would then be unable to "pass the buck" to their U.S. head offices, as many are now prone to do.

It is to the credit of a few Canadian directors of American unions that, although they stand to gain nothing personally from greater autonomy (except, perhaps, self-respect), they are actively pushing for it. The majority of them, however, are content with the status quo, and even do all they can to squelch autonomist uprisings among their memberships.

International union defenders argue that the national union movement is splintered among nearly as many unions as are the American affiliates. Superficially, there would seem to be some validity to this charge. Statistically, there are 94 American unions in this country, and 67 national unions. Eleven of the latter however are integrated in the structure of the Québec-based Confederation of National Trade Unions, whose 210,000 members are anything but fragmented. Of the remaining 56 national unions, 39 are relatively small independent bodies, many with only one local and a few hundred members. Most of these small unions are now affiliated with a recently founded central organization called the Council of Canadian Unions, with headquarters at Brantford, Ont. Its total affiliated membership is estimated at about 20,000. The remaining 17 national unions—including the huge Canadian Union of Public Employees, the Public Service Alliance of Canada, the Canadian Brotherhood of Railway, Transport and General Workers, and the Canadian Union of Postal Workers—are affiliated with the Canadian Labour Congress. Among them, they represent

nearly 400,000 workers. CUPE, with 130,000, and the PSAC, with 120,000, are both products of mergers between smaller national unions, and they have set up joint servicing facilities that could be the forerunner to the biggest all-Canadian merger of all.

The national unions within the Congress have just about reached the limit of practical merger possibilities with one another. They now find the road to further consolidation blocked by the international affiliation of the other CLC unions. The logical merger outlet for the CBRT and GW, for instance, is with one or more of the other 16 railway unions operating in Canada. The CBRT members, however, insist on retaining their Canadian identity in any merger, and decisively voted down a proposed liaison with an international union last year. As all the other railway unions are American-based, any merger with the CBRT on a nationalist basis is precluded. Some rationalization has taken place among the internationals themselves, especially the running trades—originating in the U.S. and encompassing the Canadian branches—but railway unionists in Canada remain badly divided.

Another point that is seldom mentioned is that the affiliation of the biggest national unions with the predominantly internationalist CLC contributes greatly to the proliferation of small national unions outside the Congress. The established jurisdictions of the American unions in Canada are zealously guarded by the CLC, whose national affiliates are prohibited from trespassing. Groups of international union members who wish to transfer to one of the CLC's national affiliates via the "breakaway" route thus find the nationals' doors barred to them. Unions such as CUPE and the CBRT are also compelled to refuse membership to workers—organized or unorganized—in industries that fall under American union hegemony. The result is that growing numbers of tiny organized groups, denied a haven with the major national unions, except for the CNTU in Quebec, have had to struggle for survival as independent organizations. The fragmentation of Canadian labour by the internationals has thus generated a corresponding division within the national union movement.

A favourite claim of American union apologists is that international unionism is now imperative for effective bargaining with multi-national corporations. This is the new gospel of the continentalists. The benefits accruing to the Canadian auto workers and steelworkers in being able to dicker with employers operating in both Canada and the U.S. are repeatedly cited. There is no doubt that a harmonious relationship is necessary between unionists on both sides of the border who are employed by the same companies. But does this co-operation have to take the form of organic unity? Might not the same results be obtained through consultation and co-ordination of effort between two autonomous steel unions auto unions, operating with independent structures b with joint strike funds? After all, many North Americ firms have plants in Britain, France, Japan and oth countries, all of whom have independent labour mov ments. Surely these many national groups do not ha to be swallowed up by gargantuan multi-national unio to develop a co-operative approach in collective ba gaining. Organic integration on this scale would b impossible, in any event, until the millennium of a O World government is achieved. Meanwhile, the labo movements in other countries will insist on preservi their freedom to represent the national interests of the members. **Only Canada, of all the nations in the weste world, has permitted its labour movement to be domina ed from another country. If a World Parliament of L bour, or a universal labour co-operative movement, ev does become a reality, Canada alone will be unable t speak or act as an independent member. It will inevitabl be regarded as an American satellite, so long as mo of its union components are controlled from headquarte in the U.S.**

Even if it were conceded, for the sake of argument, tha organic unity was indispensable between Canadian an American unions representing employees of the sam companies, what about the many American-base unions entrenched in purely Canadian enterprises What about the international railway unions? There i no imaginable reason why the employees of the Canadi an National and Canadian Pacific railways should no all be members of a single national union instead o being scattered among one national union and 16 inter nationals.

Canadian leaders of the large industrial America unions, such as Dennis McDermott of the UAW an William Mahoney of the Steelworkers, often parad their autonomy as if it were representative of all inter nationals in Canada. The fact is that the degree o self-government they enjoy is the exception rather tha the rule. It derives from the size of their Canadia membership (Steel: 150,000, UAW: 120,000), their elec tive rather than appointive status, and the strength o their personal and political influence. They exercis substantial autonomy because they are big enough t demand and get it, not necessarily because it is spelle out in their constitutions. The same applies to othe large Canadian sections of U.S. industrial unions, suc as the International Woodworkers of America and th Pulp, Sulphite and Paper Mill Workers.

Most other international union branches in Canada however, do not fare so well. The measure of autonom that they are granted varies widely, depending on th

whim of international officers, the size and mood of the Canadian membership, and the calibre of the top officers in Canada. Four out of five do not come close to the minimum standards of autonomy and servicing enunciated by the Woods Report, the CLC reform caucus, and the Commons external affairs committee. The craft unions, always among the most tightly controlled from the U.S., have been compelled for many years to refer inter-union quarrels over work jurisdiction to the American Joint Board for Settlement of Jurisdictional Disputes, in Washington, D.C., instead of to a Canadian arbiter.

The "trade departments" established by the craft unions in the U.S. have chartered branches in Canada that function independently of the CLC and are more responsive to U.S. than Canadian policies. The departments that are active in Canada cover the building and construction trades, the metal trades, and the maritime trades. They have on occasion harboured in affiliation unions that have been expelled from the CLC, such as the Teamsters and the SIU.

Building trades councils chartered by the AFL-CIO confine their membership to American unions and will not admit Canadian-based organizations. They go even further. In many cities in Canada they force contractors to employ only members of the international craft unions, and extend this boycott against national unionists to cover subcontractors and trucking firms delivering materials to building sites. Trucks driven by members of the Canadian Brotherhood of Railway, Transport and General Workers have been continually harassed by the construction unions when they attempt deliveries to building sites. The craft unions insist that all such trucks must be operated by Teamster union members. To protect its members' jobs, the CBRT, after many futile appeals to the CLC and provincial federations, has been obliged to seek court injunctions against the American unions' boycotts.

A handy yardstick by which Canadian autonomy may be measured is the accessibility to union funds in Canada. That portion of the union dues that is retained by, or remitted to, the locals is, of course, theirs to be used as they see fit. By far the largest share of the per capita dues, however, goes to the internationals' U.S. headquarters. Some boast that they invest or bank all their Canadian revenues in Canada, and indeed their assets in this country total nearly $100 million. But this money might as well be in Switzerland for all the control the Canadian branches have over it. With very few exceptions, these funds are administered and dispensed from the U.S. head offices. If the top Canadian officers require cash for any purpose other than their routine expenses, they must petition their international secretary-treasurers.

The hand that holds the purse-strings also controls to a great extent the ability of the Canadian branches to implement new ideas or programs, or to give assistance to other unions in trouble. Chronic financial malnutrition is a characteristic of most sections of American unions in Canada. The latest illustration was provided by the appeal of the postal unions for monetary support in their battle to breach the federal Government's 6 per cent wage guideline. Some of the national unions, with direct access to their funds, promptly made generous donations; the CBRT was the first, pledging $35,000 and forwarding a cheque of that amount within a few weeks. In comparison, the internationals' response was a bare trickle. Their Canadian directors and vice-presidents could only relay the postal unions' appeal to their locals, and begin the laborious process of trying to wheedle a more substantial contribution from their U.S. head offices.

If genuine autonomy is to be won for Canadian international unionists, the provision of adequate funds for Canadian purposes—along with the other minimum standards of self-government—must be clearly specified in international union constitutions. It should be understood that the rights of Canadian locals derive solely from these constitutions, which are primarily American documents drafted to suit American needs. It is the international constitution that grants the right to strike pay, pensions, welfare benefits, the scope of jurisdiction under collective agreements, and the right to hold property and other assets. It is the constitution that subjects Canadian locals to the same laws, regulations, disciplinary actions and penalties that are applied to their American counterparts.

In 1967, the last year for which records are available, American unions put 26 of their Canadian locals under trusteeship. This is one of the most effective methods at the disposal of the internationals to keep rebellious locals in check. It consists of rescinding all of the local's constitutional rights and appointing a trustee, receiver or supervisor to handle all its affairs. Whether American unions have abused their trusteeship powers in this country is debatable. The significant point is that the **authority is vested with the U.S. parent unions—if they chose to exercise it—to make their control over their Canadian sections total and absolute. Incidentally, whenever this prerogative of the internationals has been challenged in Canadian courts, the verdicts have upheld the legal view that a union local affiliated with an American-based union is not a separate legal entity, and that its assets (even its bargaining rights) are the property of the parent body.** This all-embracing control has been used several times by U.S. unions to thwart attempts by insurgent locals to break away, despite the pro-secessionist sentiment of a majority of the local membership.

Looking to the future, it is apparent that the internationals' firm grip on the Canadian labour movement will not easily be loosened. But the struggle for union autonomy, though it may be long and arduous, will ultimately succeed. The "sleeping giant" of Canadian nationalism has awakened, and will not rest again until some measure of self-government is attained in all spheres of Canadian life. Hopefully, it will be accomplished within the labour movement by a process of persuasion and a voluntary relaxation of U.S. control. A few far-sighted international union officers in Canada have risked their jobs by urging their head offices to bow gracefully to the inevitable. A letter sent earlier this year by one of them to his president in the U.S. is worth quoting at length.

"Our union should provide a greater degree of auto
omy to its Canadian members," he wrote. "This envi
ages a greater control over their own affairs by Canad
ans, but does not countenance any suggestion of brea
ing away from the international. Such thoughts a
merely a reflection of a very widespread mood prevale
throughout Canada today. They reflect the sincere desi
of a mature people to exert a greater influence on the
own destiny ... They are intended to be a calm b
resolute assertion that Canadians now wish to play
more positive role in directing their affairs, and to d
this, control of those affairs must rest within their ow
country. The delegates to the recent convention of th
Canadian Labour Congress unanimously passed a reso
lution endorsing more autonomy for the Canadian se
tions of affiliates so bewilderingly fast that it could onl
be concluded that opposition simply did not exist.

"If our union is to realize its full potential, I respectfull
suggest that the Canadian officers discuss with you th
matter of amending the constitution at the next conven
tion to the degree necessary to provide for the following
the election of Canadian officers by Canadians at a
Canadian convention; retention in Canada of Canadian
funds and control of them by Canadians; establishmen
of a central Canadian office with a Canadian directo
authorized to speak for the union in this country, and
with sufficient staff to adequately serve the membership;
and formulation of Canadian policy and its execution
by Canadians. If we can accomplish this, we will have
taken a giant step toward enlightened trade unionism.
I respectfully suggest we should do no less."

If more Canadian officials of American unions would follow the courageous example of the writer of this letter—and if their U.S. superiors responded favourably—we could witness a gradual but discernible growth of labour autonomy over the next few years. But these are big "ifs." **Nothing in the past history of the Americanization of Canadian labour encourages belief that the majority of U.S.-based unions will willingly yield self-governing rights to their branches in Canada. The eventual solution may have to take the form of political action. The Commons external affairs committee decided against recommending that its autonomy guidelines for international unions be enacted as legislation. This is, however, only a temporary reprieve for the internationals.** If they fail to take advantage of it by granting Canadian autonomy voluntarily, the buildup of political pressure to make them do so by law will become irresistible. Either way, we can look forward with some optimism to the emancipation of the Canadian labour movement before the end of the 1970s.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Problems of the older worker

by Peggy Butler

Peggy Butler is Editor, Task, published by the Ontario Department of Labour. The accompanying article first appeared in the Summer number of that publication.

"The hardest thing is that your friend can't find time any more to have coffee with you." The speaker is a former Toronto sales manager, unemployed for the past two years. He's healthy, he's aggressive, he'a a hard worker, he has always paid his way. But although he has made hundreds of written and personal applications in the past 24 months, he is out of work.

Out of the blue, he lost the job he had held for 12 years, at an annual salary that mounted to $16,000, because of a merger and subsequent reshuffle of staff. At first he applied for positions only at the level he had achieved or higher, secure in the knowledge that he was qualified and experienced. Now his aims are lower. He's answering advertisements calling for bookkeepers, senior clerks. But he still hasn't got his foot back inside the closed door of the work world.

Why? Because he is 50 years old. And if he were an out-of-work clerk, factory hand or waiter, the chances are that his story would be the same. He is grappling with the problems of the older worker.

The word "old" is purely subjective. To the teen-ager, 30 is "old"; to the adult, "old" may mean 55 to 60 or 70. Most of us think of the older worker as someone getting ready for retirement. But anyone dealing with the sociological or economic aspects of aging knows that, today, the older worker can be a man or woman of 40 or even 35 who experiences difficulty in finding work because of age.

The sweeping and ever-accelerating changes that have taken place in the past half-century throughout the world have been accompanied by unprecedented advancement in all fields of knowledge and technology—and by a social revolution the impact of which is not yet fully understood. Never before in history has there been such awareness of the needs and attributes of youth—yet, in all regions of the world, it is the old who are multiplying faster than the total populations.

Life expectancy

According to figures published by the International Labour Organization, **from 1950 to 1960, the world's population grew by 1.6 per cent a year, or by approximately 42 million persons each year; the old population (those 60 years of age and over) grew by 2.5 per cent,**

or by 4.5 million persons per year. There are at present over 200 million old people in the world. By 1975 it is estimated they will number some 300 million, increasing by around 6 million annually.

The life expectancy of the average Greek in classical times was 18. A hundred years ago, the average life expectancy in the western world was probably around 30. Today, one out of every 14 persons in the world is 60 years of age or older. In the USSR, the proportion is one out of every 11; in North America and Europe, it is one out of every seven.

Yet, although advances in health care, nutrition and related fields have not only lengthened the span of life but vastly improved the quality of life in the latter years, there is evidence that older people are facing major difficulties because of their age. And in the labour market the age at which the term "older worker" is applied to a man or woman is getting lower instead of higher, as the increased vigour and better health of today's older population would lead one to expect.

Over the past 10 or 15 years, there has been growing concern throughout the world over all aspects of the aging process and especially over the problem of age discrimination in employment. A number of important studies have been undertaken and conferences held, several of them in Canada.

Society's responsibility

At the 46th session of the International Labour Conference in 1962, the Report of the Director-General, on "Older People—Work and Retirement," underlined the necessity of arousing public conscience "to a better understanding of the difficulties of older persons, and the need to overcome those difficulties in a positive way in order to **fulfil the responsibility that lies on every society to make the best possible use of the skill and experience of its citizens, to provide them with equality of opportunity and treatment, and to ensure to them the respect, maintenance and comfort due to them when their long working years are over."**

Surveying the occupational distribution of older persons in economic life in member countries, the Report noted that, as people grow older, their range of choice about work narrows, and they often have to take jobs that youth disdains, jobs relatively poorly paid and jobs held in little social regard.

"Many of the employment difficulties of older people grow out of generalized, subjective and false impressions about 'older workers' and about their capacities for work and adaptation. This tends to breed prejudice for no good reason and with no objective basis: prejudice that cannot be easily eradicated, no matter how illogical it is."

In the United States, the Special Committee of the Senate on Aging reported that, in 1964, about three and a half million workers 45 years or older were involuntarily unemployed at one time or another. The committee expressed concern over the length of time they were likely to remain unemployed. "The duration of unemployment among older workers has grown relatively worse in recent years. Also, the problem area is increasing significantly because the absolute numbers of older persons, and therefore the number of persons who may be the victims of age discrimination in employment, is growing rapidly."

In many countries, there is now legislation to prevent age discrimination. In 1966, the Government of Ontario passed The Age Discrimination Act, administered by the Ontario Human Rights Commission, "to assure that able and qualified workers between the ages of 40 and 65 are afforded equal opportunities to seek and secure gainful employment on the basis of their individual ability to perform the job."

But the increase here and elsewhere in recent years in the number of newspaper articles, case histories and letters to the editor reporting the hardships of middle-aged and older workers in job-hunting would indicate that the problem is far from being solved. Since the Act came into force, the number of complaints dealt with by the Age Discrimination Division of the Ontario Human Rights Commission has grown each year, and the program of education and publicity undertaken by this branch has expanded considerably.

"Unfortunately, the myths that work against the employment of older persons persist stubbornly," says George A. Brown, Administrator of The Age Discrimination Act. Although his branch handles about 200 complaints and inquiries a year, Mr. Brown believes this is but a small proportion of the real problem. "Our work is hampered by the reluctance of older people to come forward and lodge a complaint of discrimination on the grounds of age. They're afraid of what the neighbours will think, or of being labelled trouble makers."

To promote greater awareness of the subject, the Age Discrimination Division sponsored a one-day seminar in Toronto on June 4 with the theme. "The Older Worker in Today's Economy and Community." It was attended by nearly 300 delegates, representing business corporations, unions, government and voluntary bodies, employment agencies and management consultants, as well as human rights agencies from across Canada.

It is difficult to find facts and figures that show a precise picture of how age is affecting employment, but it is clear that **older people, and therefore older workers, form a large proportion of the population. Recent Dominion Bureau of Statistics figures indicate that, in Canada, workers over 45 account for almost a third of the total labour force.**

Between 1951 and 1968, Ontario's total population increased from 4,597,600 to 7,306,000. In 1968, one out of every four persons was 45 years or older, and one out of every two in this group participated in the labour force. But a breakdown of the figures shows that, although in the period 1951 to 1968 the number of people aged 45 to 64 in the labour force increased from 518,000 to 898,000 (an increase of 57.7 per cent) and the number employed rose from 512,000 to 875,000 (an increase of 70.9 per cent), the number of unemployed rose from 6,000 to 23,000. This represents an increase of 283.3 per cent.

Whereas the population of persons aged 65 and over rose from 400,400 to 593,500 in this period, the number in the labour force declined from 89,000 to 86,000. The number employed fell from 88,000 to 83,000, a decrease of 6 per cent. But the number unemployed rose from 1,000 to 3,000—an increase of 200 per cent. The participation rate for this group fell from 22.2 to 14.5 per cent.

Certainly earlier retirement and improved pension plans have a bearing on the decrease in the older worker participation in the labour force. And studies indicate that most older people who are well adjusted and have made financial provision look forward to retiring at 65 or younger. But **there is no way of knowing how many older workers are forced to leave by compulsory retirement policies, even though they may be able and willing to continue working. Their chances of finding alternate employment are slim.**

In the 1950s, pensions were one of the major obstacles to the hiring or retention of middle-aged and older workers cited by employers. Many employers were reluctant to hire workers who were ineligible because of age from entering their pension plans, or whose service would be too short to provide an adequate retirement income.

Old age security

But, as H. L. Douse, Chief of the Section on Older Workers, Manpower Utilization Branch, Canada Department of Manpower and Immigration, points out, the progress in liberalization and flexibility of pension planning has ruled this factor out as a major barrier. With the establishment of the Canada and Quebec Pension Plans and the Old Age Security Program, every worker today can be assured of some retirement income. And as many employers have integrated their private pension plans with the Canada Pension Plan, they have reduced their own costs so that the older new employee is no longer the liability once claimed.

What then leads to the persistence of the myth that, at some arbitrary age, ranging from 55 to 40 or younger, a worker is on the decline? Because there's no doubt that it is becoming tougher for the man in his 40s to get a job, according to a leading Toronto management consultant whose firm places executives in advertising, sales, marketing and general management.

"The term 'older worker' is coming down to include the 40-year-old, and the number of top-flight people out of jobs because of their age is too high. I know too many men with brain power and proven records in their careers who are sitting on the beach because they're 50.

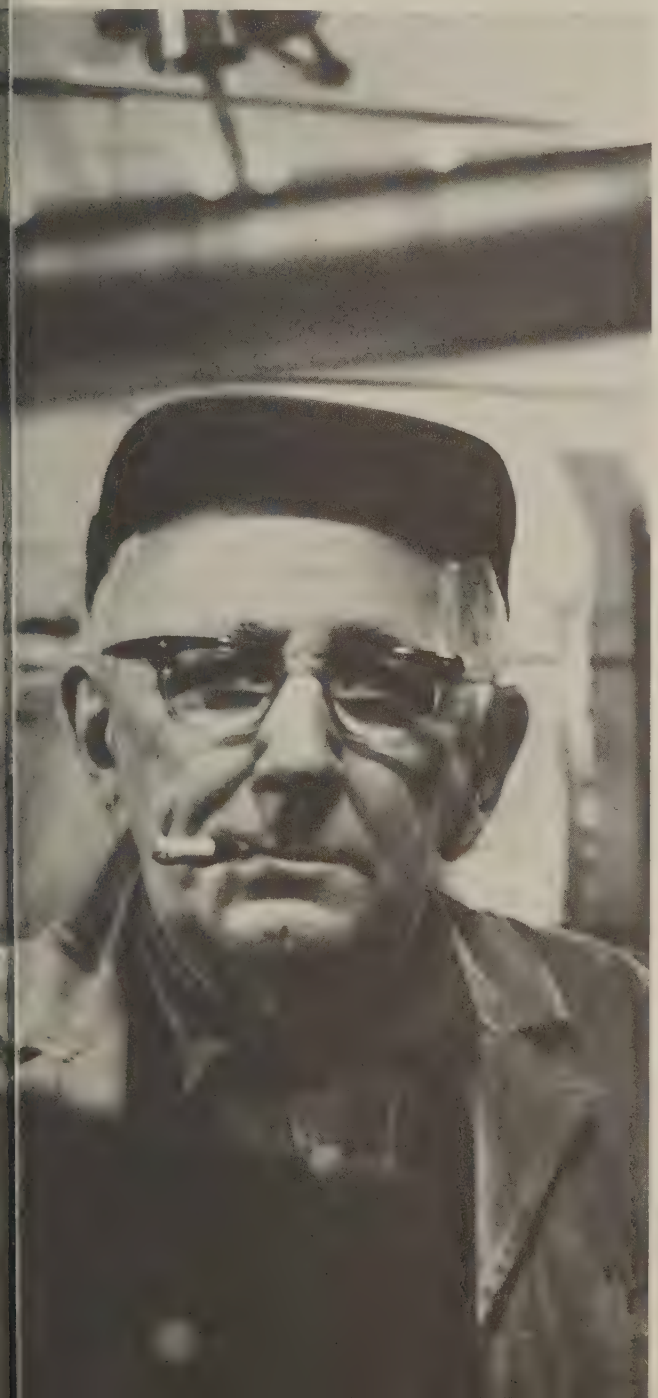
"Men of real ability may wait two years to get another job because they are between 40 and 50. They are having to compete with applicants of 25 to 28, with a degree and four or five years experience. Often the employer thinks of the older man: 'He's not really promotable—for less money I can get a brighter kid, more able to communicate in today's world'.

"When people who want to change jobs at that age come to consult us, we tell them not to move until they're certain of employment. In industry, if an executive earning over $16,000 a year loses his job through no fault of his own—changes in management and so on—he's going to have a hard time getting another job if he is over 40. In advertising, his career in the profession is dead.

Myth and paradox

"This is a terrible waste of competence and ability. And it destroys a man who has been a leader, a decision maker, who has maybe run an operation of up to 500 workers."

"Our society today is more youth-oriented than ever before," says George Brown. "And, unfortunately, many people, as they approach 40, themselves help to contribute to the myth surrounding older workers. They become afraid of appearing 'square' and 'not with it', and they feverishly adopt the mod clothes and mannerisms of the young.



"Advertising plays a big part in fostering this youth image. Never before has the potential buying power of the teens and early 20s been so enormous. **As a result of this image of young, swinging, sophisticated consumers, the fear of being thought a has-been is unconsciously developed in the over-30s. The paradox is that it is taking youth longer than ever before to reach the labour force—more training, longer in college and university—so that often a worker does not become effective till he is 25.**

"Linked with this is the fact that older people are vigorous to a much greater age than ever before. It is therefore ironic that now, of all times, there should be this prejudice that a person is on the decline after he reaches 40. By this irrational thinking we are compressing a worker's effective career span into 20 years—from 25 to 45."

One of the myths is that the older worker is more accident prone. Another is that work performance slows down in the 40s and 50s, and yet another that the older worker lacks flexibility, is difficult to train, is less thorough or mentally alert than the young employee.

"These are all areas where it is impossible to generalize on the grounds of age alone," says Mr. Brown. "But a Canada Department of Labour survey found that, in the important areas of general productivity, judgment, staying on the job, and care of equipment, of machinery and of themselves, studies conclusively prove that the older worker is superior.

"Then there is the charge that older workers lack dynamism and are slower to change. Many employers refuse to employ an older person because they say they want a younger person to train up in the image of the corporation—yet job mobility is the order of the day, and younger workers tend to switch jobs to gain greater experience in their professions.

"There is also the paradox that, if a man has been in the same job for 20 years, employers say he is too rigid, slow to adjust, and lacks aggression or curiosity. If, on the other hand, he has had 10 jobs in 20 years, they say he lacks stability."

Balanced force

Responsible employers recognize that ability is ageless and that individual differences vary enough to make arbitrary age limits invalid. Out of a total staff employed by Ontario Hydro, one of the world's largest public

utilities, almost 50 per cent are between the ages of 40 and 66. "We have found in our industry that a balanced work force of young and older workers tempers the enthusiasm and vitality of youth with the maturity and stability of age," says Dr. Donald K. Grant, Director of Medical Services for Ontario Hydro.

"Enlightened modern industrialists have come to realize that the men and women who run their machines and administration are their most precious and valuable asset. Unlike the machine he uses, which begins to depreciate as soon as it is set up on the shop floor, the value of the employee actually increases with age and experience. A capable and reliable employee represents many years of investment, and often cannot be replaced immediately as can a machine when it breaks down."

Dr. Grant says that **experience with older workers and surveys of large industries have shown that they are superior to younger workers in dependability, attendance, punctuality, judgment and human relations. They are somewhat inferior to younger workers in learning new skills quickly, in speed of operation, stamina and physical agility.**

"Occupational physicians are working closely with personnel officers to explode the myth that men and women over 40 should not be hired. Most of the key people in industry, the professions, politics and public service are 40 or older, and if everyone past 40 were suddenly withdrawn from the labour force, our national economy might well grind to a standstill."

Work performance

The Report of the Director-General to the International Labour Conference in 1962, referred to earlier, cites a number of studies on age and work performance that indicate that "the popular notion of aging in relation to work has to be radically revised in the modern world; economically, socially, physiologically, psychologically, and in human terms, it is out of date and inadequate. Today the capacity for work persists far longer than is commonly recognized. Indeed, work capacity may on the whole increase rather than deteriorate with advancing years, and both efficiency and responsibility may be higher amongst older workers than amongst younger ones, more often than is generally believed."

One of these studies was undertaken in France, and it reported that a quantitative reduction in output commonly sets in only after the age of 60 in the metal trades and in the mechanical and electrical industries, and only after the age of 65 in the building trades. It was also found that output reached a high peak during the 50s for workers in commercial and administrative fields and for engineers.

The Report quotes a survey of older workers in two large department stores in Canada which showed that, on the whole, the older workers performed their work as well if not better than the young workers; that their **output increased with age to a certain extent, even taking account of length of service, perhaps attaining a maximum soon after 50, and stabilizing or slightly declining thereafter, though still holding their own with young workers; and that their output increased with experience, perhaps even more rapidly than did that of young workers.**

Several surveys of comparative job performance by age among both factory workers and clerical office workers in the United States show similar results. For both groups, there was relatively insignificant variation in average performance among age groups, but wide variation in average performance among individual workers within age groups. A large proportion in the higher age groups turned in a better than average performance. Moreover, studies of labour turnover by age groups have shown that, as a general rule, turnover is almost invariably not as high among older workers as among younger workers. In 17 undertakings surveyed in Great Britain in 1957, the labour turnover rate was 32 per cent for men 25 to 39 years old, and only 11 per cent for those 40 and over.

Yet, despite accumulating evidence to the contrary, the argument persists that the older employee must give way to the younger one. As reported in the Toronto Star in April, William R. D. Martin, Director of the Management Centre of the University of Michigan and Wayne State University, told an audience of 800 members of the Personnel Association of Toronto that half the employees over 55 in any company should be fired within the next three to five years.

Old Charlies

The main reason for getting rid of the "Old Charlies" in a firm was to open up the lines of promotion for the "young chargers," the development men, who must be brought in. Mr. Martin said that **at least five U.S. corporations are now engaged in firing half of their employees over 55, especially at the executive level. He is quoted as saying that studies have shown that 40 per cent of discharged older employees found other employment and were "happy doing bookkeeping three days a week."**

ccording to the report, the address ended to loud pplause. But one member of the audience had a ques-.on: "Where do all the old Charlies go—that is, after ıe generous settlement that lasts about 18 months?"

)ne of these trying to find out is Irvine H. Williams, 'hairman of the Metro Employment Research Founda-on, a registered charitable organization that acts as fact-finding body and counselling service on the job problems of the over-50s. Since Mr. Williams helped set up the foundation two years ago, when he himself lost his executive job at 50 and could not find other employment, hundreds of older workers have turned to him for assistance.

"The dumping process is happening every day," says Mr. Williams. "An employer hands a worker who is between 50 and 55 back his contributions to the pension fund, gives him a couple of months salary and says, 'Good luck, Ron; you've worked hard for us and we're grateful—why don't you go out and get another job while you still can'. This is often done with the best of intentions. Then begins the long and often hopeless battle to find employment."

One such case spent six months looking for work after he lost his job as advertising manager for a large retail organization. He was luckier than most. After 198 personal interviews, in which he was told he was overqualified or too senior, he applied and was accepted for a government agency post in a different field of work and at a much lower salary than he was accustomed to.

J. W. Eleen, Research Director of the Ontario Federation of Labour, believes that the problem is aggravated by the conflict between private industry's need to maintain maximum efficiency and society's need to keep as many people as possible working for as long as possible.

"It is only a matter of degree how prolonged unemployment affects the executive and the blue-collar worker," he says. "For the executive who loses his job at 45 or 50, it means that he can't find work at his level—in the end, when he has swallowed his pride, he can usually get a job at a lower level. It may take two years before he is prepared to take a wage cut, which will lower his status; but, in most cases, work will be available.

"But, for the blue-collar worker, it is not a question of lowering his status—he just can't get a job. I have the feeling that many blue-collar workers over 45 who become unemployed through no fault of their own become unemployable.

"I believe that, **in the overall interest of society, private industry will have to amend its objectives. I also believe that some day a job will be a right to which all workers will be entitled. There will also have to be a change in our attitudes. Today, when a man loses his job he has lost his place in society—once you're out of work, you have ceased to exist."**

This is a view with which Sister St. Michael Guinan, Executive Officer for Research in the Department of Social and Family Services' Office on Aging, will agree. "In our continent, the man who has no employment has no role to play in society and, as a result, has no title to respect or dignity, that respect or dignity due a man simply because he is a member of the human race."

By 1979, the Government of Ontario expects to have the most penetrating and comprehensive record of what happens to a man and his family from the time he reaches middle age until he faces retirement. The Office on Aging is now half way through a unique long-term study of aging that began in 1958 with a sampling of 2,000 men of 45, ranging from labourers and skilled workers to teachers and lawyers, and will continue until the survivors reach 65.

Each year, the participants answer a questionnaire, and interviews are held by field workers from the regional offices of the Department of Social and Family Services. The purpose of the project is to evaluate over the years the socioeconomic and health changes that accompany aging; the ways adjustments are made to alterations in the manner of living; and the effectiveness of all services (current and contemplated) for aging persons.

Apart from the personal tragedy, there is no way o measuring the ripple effect on society as a whole of th prolonged unemployment of an older worker. He is pro bably in the period of maximum financial responsibility with mortgage and insurance payments to meet, childre to support and a rising standard of living.

Even if he were willing to retire from active employment, he probably doesn't have enough pension credit to retire with sufficient funds to keep up with his expenses. If he has saved money toward his old age, it will quickly be used up if he faces a year or two of unemployment. And if he has no savings to fall back on, sooner or later the family will be in serious difficulties from which it may never recover. For many such families, the end of the road is going on welfare; but, unless they are destitute, even this door is closed. "Anyone around 40 or 45, in fact anyone under 60 who has $100 in the bank doesn't qualify for any help if he loses his job and cannot get back into the labour force," says Moses McKay, Secretary of the Welfare Committee of the Metropolitan Labour Council.

Cost to community

According to figures published by the ILO, the dependency load on the community is becoming heavier. In 1950, every 100 persons of working age in the world supported 64 young and 12 old persons. By 1975, it is estimated that the figures will be 69 young persons and 14 old. "Hence the general picture is of a world with an aging population," states the Report of the Director-General of the ILO. "This can mean more older workers in the labour force and does mean more old people for society to consider and to some extent to support.

"We will have to see that the practical implications of these trends are faced squarely and in good time in order that our economic and social policies and measures may be reoriented and refashioned to meet the problems of the growing numbers of older people in every society."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of labour.)

Employment fatalities

Second quarter, 1970

There were 157 employment fatalities in Canadian industry during the second quarter of 1970 according to initial reports submitted to the Department of Labour. This figure compares with the final total of 274 fatalities reported for the second quarter of 1969—115 more than the previously published total of 159 for that quarter (L. G., Nov. 1969, p. 668). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include also deaths resulting from industrial diseases.

During the second quarter of 1970, only one multi-fatality accident was reported, resulting in the death of 12 workmen. Four ferry officers died with the eight fishermen they were attempting to rescue from the sinking herring seiner **Enterprise**, during a storm off the coast of Cape Breton, N.S.

Of the 157 fatalities reported, the largest number, 34 or 21.7 per cent, occurred in the construction industry (see Table H, p. 832, for complete statistics). Thirty fatalities occurred in transportation, 29 in manufacturing, 19 in mining, 13 in forestry, 13 in public administration, eight in fishing, six in trade, two in service, and one each in agriculture and finance. There was one fatality reported with no specified industry.

Table H indicates that, for the seven age groups analyzed, 24.2 per cent of the fatalities occurred in the 45-54 age group; 21.7 per cent in the 35-44 age group; 19.7 per cent in the 25-34 age group; 11.5 per cent in the 55-64 age group; 10.2 per cent in the 20-24 age group; and 3.8 per cent in each of the 14-19 and 65-and-over age groups. For eight fatalities, or 5.1 per cent, no ages were given for the workmen involved.

The occupational group of craftsmen incurred the largest number of fatalities with 53 or 33.8 per cent of the total. The smallest number occurred in the clerical group with 0.6 per cent of the total or one fatality. There were no fatalities recorded for farmers or farm workers.

Table H indicates also that most of the reported accidents were the result of various falls and slips. Of the total number of fatalities, 42 or 26.7 per cent occurred in this way. Collisions or derailments were the cause of another 39 or 24.8 per cent, and being struck by an object resulted in yet another 23 or 14.7 per cent of the total. The least number of accidents resulted from over-exertion, with only one or 0.6 per cent of the total. There were no fatalities attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Newfoundland and Prince Edward Island for the second quarter of 1970. The 157 fatalities were recorded by province as follows: 15 in Nova Scotia, four in New Brunswick, 16 in Quebec, 56 in Ontario, five in Manitoba, seven in Saskatchewan, nine in Alberta, 43 in British Columbia, and two in the Yukon and Northwest Territories.

Revised figures for the second quarter of 1970 will be published in the February 1971 issue of The Labour Gazette.

Book reviews

Sex and the Public Service, by Kathleen Archibald; Report to the Public Service of Canada, Queen's Printe Ottawa; 218 pages; $3.25

Sex and The Public Service, a special report prepare under contract for the Public Service Commissio chronicles a history of repressive tactics designed "e pressly to limit competition and to discourage female and thereby finds the Public Service of Canada guil of discrimination against women." The author, Dr. Katl leen Archibald, a Canadian sociologist who wrote th report while on leave of absence from the Rand Corpo ration, in California, has examined the conditions con fronting women who choose to work for the federa Government, and she pinpoints occupational segrega tion as the prime evil.

Although the Canadian Government has espoused th principle of equal pay for equal work from its earlies days, it was deliberate occupational segregation that le to inequality of opportunity, claims Miss Archibald "Competitive examinations for higher level clerical po sitions and for positions with advancement opportunitie were limited to men, not because women were uninter ested, or incapable of passing the examinations, bu precisely because they were interested and capable .. As soon as the merit system was introduced, women began to enter the civil service in great numbers. Just as soon, the Commission downgraded the importance of the qualifications measured by the merit system."

Such measures produced the current distribution o women in the service, according to Miss Archibald. **Nearly 83 per cent hold office or administrative suppor jobs. Only one and a half per cent are professionals and scientists. In 1967, only three out of 349 Senior Officers were women. In the same year, six per cent of the Foreign Service Officers in External Affairs were women; but Trade and Commerce did not consider women postable, and had none.** For there to be an equal distribution of women and men throughout the service at present 30,000 women would have to change occupations.

This uneven distribution extends into the salaries earned by men and women. A study comparing the salaries of both sexes in 1966 and 1967 showed that "women were heavily bunched up at the lower end of the salary scale," says Miss Archibald. In 1966, slightly over hal of the women in the service made less than $4,000, compared with 14 per cent of the men. In 1968, only 444 women out of a total of 43,796 made more than $10,000.

While probing for the traditional justifications for the relegation of women to the lower levels of the service, Miss Archibald encountered more fiction than fact. For instance, she discovered that neither absenteeism nor lack of mobility of married women are correct justifications for the lack of success of women in the service. The continuing influence of sex roles in adult work life is, however, of paramount importance. Traditionally, women have been viewed by both sexes as support staff, and not as managers. Therefore, the woman who is put in a supervisory position has to demonstrate greater deftness in staff relations than the average male manager. Women, however, are often denied even the opportunity of demonstrating such capability, because it is feared that staff under her would resent being bossed by a woman. Education is no assured key to success either. "The more education and experience a woman has, the worse off she is compared to her male counterparts. While this 'penalty' starts to decrease at the Master's Degree level, it is not until the doctorate level that female salaries begin to closely approximate the salaries of male counterparts," says the report.

Already victims of occupational segregation, women also have to suffer from various practices peculiar to female categories. Most odious among these is the rug-ranking of secretaries. Under this system, a secretary is not classed by the amount or difficulty of work that she does but by her boss's rank. She is viewed strictly in his reflection. This is just one reason why Miss Archibald recommends a drastic overhaul of the entire ST category.

What can be done on a broader basis to put an end to sex discrimination in the Public Service? Dr. Archibald provides a program that is feasible now, one which she has designed to produce the maximum effect with a minimum of uproar. First, she would have an equal employment opportunity program or office set up to deal not just with women but with all cases of "unequal opportunities ... or inequitable treatment." Working within broad terms of reference, this office would be "responsible for investigating complaints; for monitoring employment practices and suggesting improvements; for data collection, research, and analysis that would be helpful in identifying policy problems and suggesting solutions; and for mounting educational campaigns throughout the Service to improve understanding of the essentials of equal opportunity." Its formation would be predicated on the work of a task force made up of representatives of already interested agencies, such as the Public Service Commission, the Treasury Board, the Department of Labour, and the Public Service Staff Relations Board.

To improve access and advancement opportunities for women, Miss Archibald recommends that action be taken on a number of fronts: **In recruiting, opportunities for women in hitherto closed fields will have to be more widely publicized. In selection and placement, new guidelines will have to be given to line managers and personnel officers to make specific just what is and what is not discriminatory. The skills for promotion within the current ST group should be re-evaluated to have them correspond to those used in combination with the operation of modern equipment. Rug-ranking should be proscribed.** More fluidity ought to be introduced into the Administrative Support category, where the bulk of the Service's female employees now appear. Reclassification will have to be instituted to eliminate the discrepancies in the salary and qualification requirements that exist in such equivalent but sex-related categories as Social Worker (female) and Welfare Program Officer (male). Management courses for women should emphasize the peculiar circumstances that deny to women of average ability the career opportunities that the exception women create for themselves. Finally, all orientation ar education courses must make their audiences aware th a fresh breeze is blowing through the service, and th sex discrimination is to be eradicated.

To encourage women to make careers in the servic some adjustments must be made to allow for the extr work responsibilities of women. Other recommendatio in the Report call for: greater use of part-time emplo ment; improvement in benefits for non-full-time em ployees; more child-care facilities; elimination of pena ties for discontinuity of service where there has bee no loss in skill; and at least one day of maternity leav to parallel the present grant to male employees.

To coincide with these policies, Miss Archibald recom mends the collection of data that will reveal areas c discrimination and provide information to scotch th myths supporting it.

Canadian Graduate Theses: 1919-1967, "An Annotate Bibliography Covering Economics, Business and Indus trial Relations", by W. D. Wood, L. A. Kelly and P Kumar; Industrial Relations Centre, Queen's University Kingston, Ont.; 483 pages.

This bibliography was prepared to provide "a complet historical picture of Canadian graduate research in eco nomics, business, industrial relations, and related areas." Although the compilers readily acknowledge that man bibliographies have already been published in thes fields, they point out that the fragmentation of source and the lack of complete information that inhibits re searchers using these materials have necessitated th production of a comprehensive guide.

The Legal Status of Collective Agreements in England The United States and Canada, by B. L. Adell; Industria Relations Centre, Queen's University, Kingston, Ont. 240 pages; $10.00.

Prof. Adell's study examines the law governing collectiv agreements in England, Canada and the United State "to see how the very different English and North Amer ican approaches have developed." He has based hi analysis on the curious animal that is a collective agree ment—the "juridical centaur", with "the body of a con tract and the mind of a law." In the foreword, W. D Wood, Director of the Queen's University Industria Relations Centre points out the essential value of th publication—its timeliness because of the "current re view of labour legislation and public policy in Canada."

Altering objectives to cope with change

Revolt against authority in all sectors of human activity, changes in the pattern of collective bargaining, and the rapid progress of technological change will all combine to force business and labour leaders to alter their objectives, their methods and their thinking, claims Harry Waisglass, Director General of Research and Development, Canada Department of Labour. Mr. Waisglass made the prediction in an address to the 50th Anniversary Conference of the Society of Industrial Accountants

The most important challenge confronting Canada at the moment, however is the question of national unity he said. The emergence of the world economy and the trend toward multinational corporations will encourage the development of more effective international, or multi-government, planning and regulating agencies. These trends will compel Canada to build a more effective national unity, which is what we must do if our country is to take its proper place in the world.

The second most important challenge facing Canada is the problem of making "participatory democracy" work effectively. Waisglass insisted that there is a need to discover more meaningful ways for persons to participate in the decision-making processes that affect their livelihood and their quality of life. There is also a great need for better information transfers between governments and the governed, in both directions, he said. The question is how to contain and accommodate the forces of social change, the pressing needs for individual and group involvement and autonomy, within a democratic legal framework to prevent anarchy and the destruction of our system of social order. These problems have to be faced also by businesses and unions, for authority in all hierarchical organizations is under attack.

The challenge facing the economic system, and with it the collective bargaining system, has new dimensions, for these systems are no longer judged by their material accomplishments. More than ever before, economic benefits are being heavily discounted by the economic costs of environmental pollution and by the social and human costs of injury to the quality of family and community life. Canadians want both social justice and economic prosperity, Waisglass said, and this desire is being expressed most vigorously by the new generation. Because of the changing value system, the labour movement is caught up in the dilemma of how to improve on the methods of maintaining democratic control of trade unions while strengthening the capacities of their central organizations for reducing internal conflicts.

Waisglass sees the role of unions ultimately changing because of a growing need for new forms of collective bargaining. These forms would focus more on career planning, community living conditions and the lifetime expectations of workers, and less on wages and working conditions. Another of his predictions is that distinctions between white- and blue-collar workers, and hourly paid and salaried workers will tend to disappear because of the increased training of people to perform a variety of interrelated tasks. With the combination of higher education levels and rising expectations, he "would expect workers to become more autonomous over the coming decades. There will be a trend toward autonomous work groups from which individual job classifications will disappear. They will need less outer supervision, and they will have wider areas in which to make decisions and to act on their own discretion and judgment. The revolt against the traditional forms of authority, combined with certain technological trends, will lead to new forms of business and union organizations, based on clusters of interrelated and autonomous production centres, emphasizing functions for a group, rather than jobs for individuals."

This revolution, said Waisglass, will bring out new forms of unions, and craft unionism could disappear in the next 30 years. He sees apprentice training, as we know it, disappearing by the year 2000, because, by then, industry will require a more flexible and adaptable labour force than is now available. The process could mean that post-secondary education, not on-the-job-training or apprenticeship will be the normal method of qualifying for a meaningful job in industry. Vocational schools could be geared to help develop competence in a wider range of occupations.

People want to keep what they have and to change things at the same time, Waisglass observed. They want job and income security, but they also demand change that will be stimulating and rewarding. Future progress will therefore depend on the ability to innovate processes, structures and institutions for creative decision-making. This will involve all groups of society in complex inter-relationships directed toward confronting, clarifying, and resolving multi-dimensional conflicts "more effectively than we do now."

In his closing remarks, Waisglass made several other predictions for the year 2000: union membership and workers covered by collective bargaining as a proportion of the labour force will rise substantially; guaranteed annual employment, with longer periods of paid annual leave, periodic paid educational leave and regular or continuing retraining programs will become fairly widespread; and unions and employers will direct more of their efforts to strengthening the non-adversary aspects of their relationships and to improving the quality of worker-employer relations.

The role of research in centralized bargaining

The 7th annual meeting of the Canadian Industrial Relations Research Institute was held in Ottawa, June 18 and 19. The topic for the meeting was centralization in Collective Bargaining. The following is a summary of a paper delivered by Felix Quinet at the conference; more of the papers will be presented in the December issue of The Labour Gazette.

Felix Quinet, Assistant Director, Pay Research Bureau, Public Service Staff Relations Board, delivered a paper on the role of research in centralized bargaining. His thesis was that independent research and fact finding can be of great help to the process of collective bargaining in the Public Service as it has been in other sectors. He suggested that the independent and impartial Pay Research Bureau provides a unique environment for the planning and performing of such research in the public interest.

Mr. Quinet singled out two major factors to explain the importance of independent research and fact finding in the field of collective bargaining. One is that the public interest is at stake in an increasing number of employer-employee disputes—a condition that increases the need for wide-ranging factual information on the basis of which settlements can be more easily and quickly worked out. The other factor is the impact that certain developments—those resulting from technological change, for example—can have on society at large; and, in relation to these developments, the increasing awareness by governments of their responsibility in cushioning if not eliminating the adverse impact of certain economic and industrial changes.

He stressed the need for a balanced and realistic approach to the role of research. Statistics and other information may help the parties toward a clearer notion

of what they do not wish to obtain or to settle for, thereby providing them with a more accurate picture of what they would be prepared to accept. In the case of the federal Public Service, collective bargaining is both centralized and diversified in terms of the number of occupations and functions that it covers. This diversity, Quinet believes, adds to the significance of the collective bargaining environment.

Quinet pointed out that perhaps the obviously lesser importance of economic competitiveness within the Public Service would make collective bargaining information more easily communicable from one bargaining unit to another. In such a context, he suggested, the role of research could be made easier and, as a result, research could become all the more helpful to the process of bargaining. **Studies of the collective bargaining process prepared in the perhaps more fluid information context in the Public Service could produce findings that would be of practical interest to employers and unions in outside sectors, where the results of relevant research might perhaps not lend themselves to wide circulation.**

He called attention to the continuing and important role of the Advisory Committee on Pay Research of the Pay Research Bureau. Its principal function is to advise on the scope, priority and other aspects of the Bureau's work, in preparation for collective bargaining. This Committee makes an extremely valuable contribution toward the development of an informed and factual climate within which bargaining can function constructively.

One instance of the use made of independent research is the establishment some time ago of the Manpower Consultative Service by the federal Department of Labour, a function that is no part of the Department of Manpower and Immigration. One of the key principles behind the establishment of this new service was that appropriate steps should be taken well in advance of work displacement resulting from industrial change; and another equally important principle, said Quinet, was that, where there was a union, a joint union-management approach should be followed with respect to research assessment and plans for dealing with the process of adjustment to industrial change. Steps were also taken to provide financial assistance to employers and unions for research on manpower development in advance of changes in technology.

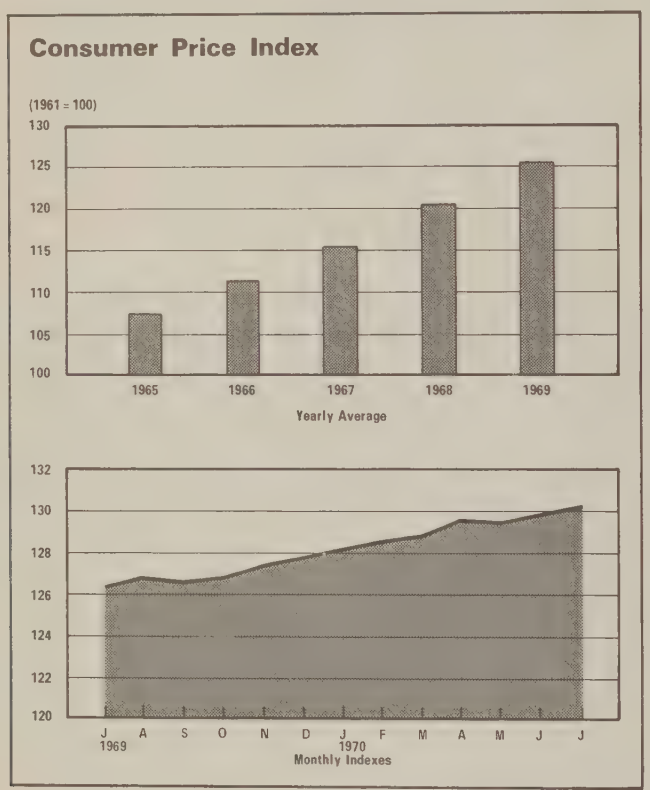
Recent legislation, such as that adopted in the Province of Québec concerning advance notice to be provided in cases of technological change, might also encourage and promote the use of independent research; such legislation can be expected to be an incentive to advance planning in order to work out successful adjustment processes. Quinet went on to emphasize the importance of the well-established and widely recognized research role of the Economics and Research Branch of the federal Department of Labour where, for a long time, substantial staff resources have been positively used to provide the kinds of facts conducive to problem identification and problem solving in labour relations and related fields.

The speaker then discussed some aspects of the Bureau's research work. Regarding the analysis of collective agreements, for instance, a coding schedule and methodology specifically geared to the substance of Public Service agreements have been developed and are now being tested. The analysis of such agreements raises the problem of the environment within which they apply. Agreements can, for example, cover employees working in the midst of urban turmoil and agitation, and these same agreements may cover the same types of employees working in the more relaxed climate of a rural environment.

Public Service agreements can also cover employees in areas where one of the major labour relations concerns of a number of the surrounding corporations is how to increase the work-related happiness of generally well-paid workers. Yet these same agreements will cover similar types of employees in other areas of the country where, owing to less favourable economic conditions, the most exclusive concern is still earnings. Because of the variety of occupations that are found in the federal Public Service, a wider range of sensitivities are bound to develop in relation to economic and social factors. Other aspects of the Bureau's research effort are the analysis of Public Service salary changes as a result of collective bargaining, and the preparation of reports on wage and salary trends. These trend reports are based on an analysis of given occupations in the outside sector as well as in the Public Service.

Another area suggested by Quinet for possible exploration is the assessment of the feasibility of presenting specific manpower forecasts, by occupation, for the public administration sector, and by levels of government. A question that one might ask is: To what extent are the changes affecting the occupational structure of the total labour force reflected in the occupational composition of the Public Service? Such forecasts, if feasible, might support the planning function within collective bargaining in the Public Service.

Price indexes



Consumer, July 1970

The consumer price index (1961 = 100) rose 0.5 per cent to 130.5 in July from 129.9 in June, and was 3.2 per cent higher than in July 1969. The latest advance was marginally lower than the average June-July increase recorded in the past five years. The slower rate of increase compared with 12-month periods ending in the earlier part of the year is mainly due to a deceleration in the advance of the food and clothing indexes.

The food index rose 0.5 per cent to 131.6 from 130.9, and was 2.2 per cent higher than in July a year ago. Between January and July the index moved up 1.2 per cent; in the same six-month period last year it advanced 3.0 per cent.

Almost one half the rise in the food index was due t a 1.4 per cent increase in the price of restaurant meal food consumed at home recorded an average price in crease of 0.4 per cent. Among staple foods, the pric of bread rose 1.4 per cent; butter and margarine in creased 0.3 per cent and 0.7 per cent. Fresh milk price were unchanged and sugar declined by 0.6 per cent t register the first decrease in several months. Groun coffee prices continued to increase, advancing 2.9 pe cent in July and were 18.7 per cent higher than a yea earlier. Instant coffee rose by 2.2 per cent and was 6. per cent above its level of a year ago. Among mea items, beef and pork prices declined 0.2 per cent an 1.7 per cent. Poultry prices dropped 1.7 per cent an egg prices declined to a level 30 per cent below thei peak of December 1969. Among produce items, fresh fruit prices were higher. Oranges, apples and grapefrui increased in price and bananas declined 11 per cent.

Grapefruit prices advanced considerably in the last five months and in July were more than 40 per cent higher than a year earlier. Fresh vegetable prices were mixed. Lettuce, potatoes and tomatoes registered increases, and celery, cabbage, onion and turnip prices were lower.

The housing index rose 0.6 per cent to 131.5 from 130.7, and was 5.0 per cent higher than in July 1969. An advance in mortgage interest rates caused a 0.7 per cent increase in the shelter index—rents and the cost of new houses increased fractionally. Among household operation items, a rise in electricity rates in a number of Ontario cities increased this component 1.3 per cent to a level of over 11 per cent higher than a year ago. There were increases in the prices of household textiles, dishes, light bulbs and some cleaning supplies. Price declines occurred for floor coverings, garbage cans and lawnmowers.

The clothing index, at 126.9, was unchanged, but was 1.7 per cent above its July 1969 level. Prices of women's wear and footwear rose slightly, but these increases were offset by a decline in the prices of men's wear, particularly for shirts, slacks and windbreakers, and for children's wear and piece goods.

The transportation index rose 0.1 per cent to 125.2 from 125.1 and was 3.7 per cent higher than a year ago, mainly as a result of a seasonal increase in train fares. A slight decrease in new car prices reduced the automobile operation component 0.1 per cent. Gasoline prices, on average, were unchanged.

The health and personal care index, unchanged from its June level of 139.8, was 4.2 per cent higher than a year ago.

The recreation and reading index rose 1.6 per cent to 132.4 from 130.3 mainly as a result of higher newspaper subscription rates, which increased the reading component more than 10 per cent above that of a year ago. There was no change in the tobacco and alcohol component from its June level of 126.5.

City consumer, July 1970

Consumer price indexes (1961 = 100) declined in five regional cities and city combinations, increased slightly in four, and remained unchanged in one, between June and July.

Lower prices for most meats and salad vegetables contributed to the decline in the food indexes in eight cities. Housing components moved up in eight cities as rents and household operation costs increased. The recreation and reading indexes advanced in Edmonton, Winnipeg and Montreal as a result of higher newspaper subscription rates. Mixed movements were registered in the remaining major components except the tobacco and alcohol index which was unchanged in all cities.

Regional consumer price index point changes between June and July were: Saint John −.3 to 123.8; Winnipeg −.3 to 127.3; Vancouver −.2 to 123.6; Halifax −.1 to 125.2; Saskatoon-Regina −.1 to 122.4; Toronto unchanged, 127.8; St. John's +.1 to 122.3; Ottawa +.1 to 128.5; Montreal +.3 to 125.3; Edmonton-Calgary +.3 to 125.5.

Wholesale, July

The general wholesale index (1935-39 = 100) declined 0.1 per cent in July to 286.7 from the revised June index of 287.0, and was 1.4 per cent higher than in July 1969. Seven of the eight major group indexes were lower, and one advanced.

The non-ferrous metals products group index declined 1.1 per cent to 277.9 from 281.0 in response to lower prices for refined copper (export sales) and lead. The animal products group index moved down 0.5 per cent to 323.9 from 325.5, reflecting price decreases for livestock and fresh meats. Decreases of 0.2 per cent or less occurred in five major group indexes: textile products, to 256.9 from 257.3; chemical products, to 224.9 from 225.3; iron products, to 306.0 from 306.2; wood and paper products to 383.1 from 383.3, and non-metallic minerals to 214.4 from 214.5. An increase of 0.7 per cent to 238.8 from 237.2 in the vegetable products group index reflected increased prices for potatoes, tea, coffee, cocoa and fresh fruits.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 1.4 per cent to 277.2 from 273.4 in the four-week period June 26 to July 24. The animal products index declined 0.1 per cent to 350.4 from 350.7. The field products index advanced 4.0 per cent to 204.0 from 196.2.

British retail, May

The British index of retail prices (January 16, 1962 = 100) was 139.5 compared with 139.1 at April 21 and 131.5 at May 20, 1969. The increase was caused by rises in the average level of the prices of many goods and services. These rises were partly offset by seasonal declines in the average levels of the prices of household coal and coke.

The index for foods, the prices of which show significant seasonal variations—namely, home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 159.2 compared with 157.2 in April. Increases in the average prices of lamb, beef and other meat, tomatoes, carrots, onions, apples and bananas, were partly offset by reductions in the average prices of eggs and cauliflower. The index for the food group as a whole was 141.0 compared with 140.1. In the fuel and light group as a whole, there was a decline of less than 2.5 per cent as a result of seasonal decreases in the average levels of prices of household coal and coke. The group index was 142.1 compared with 145.5. The index for the transport and vehicles group as a whole rose by 1 per cent to 130.2 compared with 128.9, mainly because of increases in the average level of prices of second-hand cars and in rail fares in some areas.

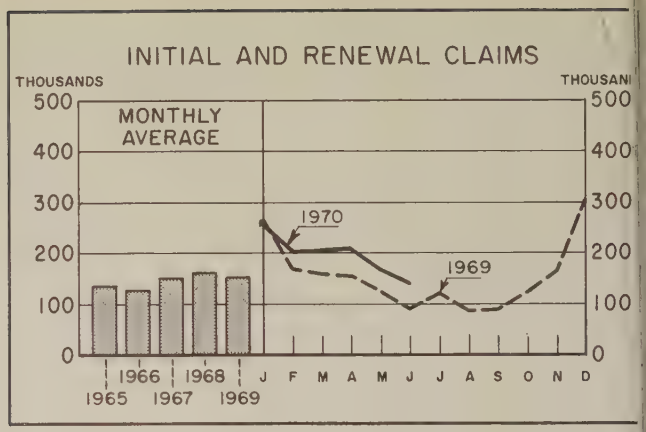
Unemployment insurance report

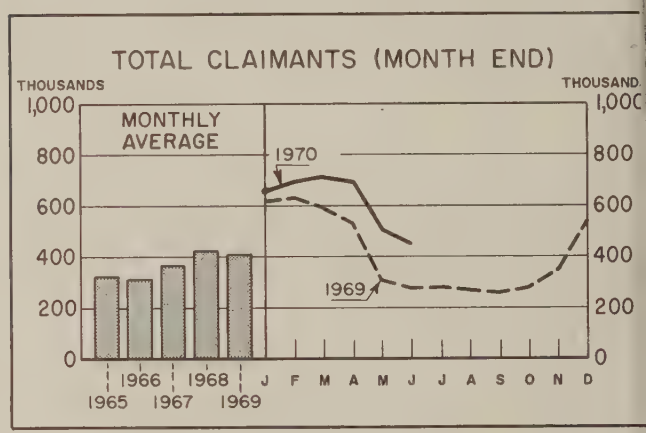
A total of 138,205 initial and renewal claims were filed in Canada during June 1970, a decrease of 28,213 or 17 per cent from May 1970, but an increase of 46,955 or 51 per cent over June 1969.

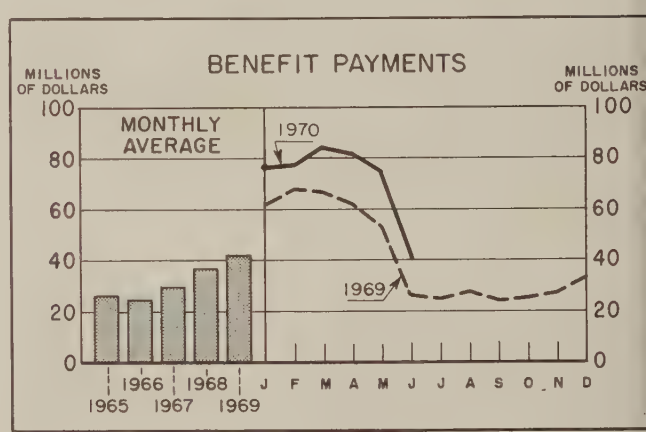
Compared with May 1970, initial claims decreased in all provinces while renewal claims decreased in all provinces except Prince Edward Island and Ontario, where substantial increases occurred. Comparison between percentage decrease in claims filed between May and June 1970 with the comparable decrease between the same months in 1969 shows that the decrease for both initial and renewal claims was substantially greater last year.

In all Canada, total claims filed this June were 51 per cent higher than last year, with only one province, Newfoundland, showing a decrease. In Alberta and British Columbia, the number of claims filed was greater than in the same month last year by 122 per cent and 109 per cent.

On June 30, 1970, there were 441,891 claimants for unemployment insurance benefit, 63,520 or 13 per cent less than on May 29, 1970, but 165,005 or 60 per cent more than at the end of June 1969. There were decreases in the claimant count from last month for both males and females in all provinces except Ontario, where the female claimant count increased by 1,099, or 2 per cent. Generally, claimant decreases were greater among males than females, and greater in the Atlantic Region and the Prairies than in other regions of Canada.







Compared with June 1969, the total claimant count was greater in all provinces except Newfoundland, where a decrease of male claimants created a decrease in total claimants of 7 per cent. The excess of claimants was most pronounced in Alberta and British Columbia, where claimant counts were 97 per cent and 139 per cent greater than last year. The 222 per cent increase in the male claimant count for British Columbia can be explained, in part, by the continuing labour disputes in that province.

The claimant population, as measured at June 30, 1970, was on claim longer, on average, than the same population measured at the end of June 1969. At the end of June 1970, 44 per cent of all claimants had been on claim 14 weeks or longer, whereas in June 1969, 35 per cent of the population was in the latter group. Those on claim 27 weeks or more in the same periods composed 19 per cent and 13 per cent of the total population.

The longer average duration on claim may reflect the longer length of time necessary for an unemployed person to find a job, given the present higher levels of unemployment.

The average weekly estimate of beneficiaries was 254,300 during June, 51 per cent less than the May estimate of 529,600 but 22 per cent greater than the June 1969 estimate of 208,100.

The decrease between May and June resulted from the cessation of seasonal benefit in mid-May as well as from the usual summer trend toward a decrease in regular beneficiaries. Benefit payments totalled $40,500,000 in June 1970, $74,400,000 in May 1970 and $26,500,000 in June 1969. For these three periods, average benefit payments were $35.40, $35.12 and $31.83.

Summary Table

Activity	June 1970	May 1970	June 1969	Cumulative Data: January to June 1970	Cumulative Data: 12 months ending June 1970
			(in thousands)		
Insured population at end of month	—	5,607	5,511	—	—
Initial and renewal claims filed:					
Total	138†	166†	91	1,183	2,072
Initial	101	126	67	897	1,553
Renewal	38	41	24	286	519
Claimants currently reporting to local offices	442	505	277	616*	472*
Beneficiaries (weekly average)	254	530	208	487*	335*
Weeks compensated	1,144	2,118	833	12,342	17,332
Benefit paid	$40,509	$74,396	$26,496	$419,066	$596,748
Average weekly benefit	$35.40	$35.12	$31.83	$33.95	$34.42

* Monthly average.

† Discrepancy between totals and subtotals due to rounding.

Conciliation before the minister of labour

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Halterm Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (Conciliation Officer: C. A. Ogden).

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (Conciliation Officer: H. A. Fisher).

Parkins Construction Limited, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: D. H. Cameron).

Norton-Cargo Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: H. A. Fisher).

The North Fraser Harbour Commissioners, Vancouver, B.C. and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin).

Continental Explosives Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Settlements by conciliation officers

Rio Algom Mines Limited (Nordic Mine and Quirke Mine—Office and Technical Workers) Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L. G., Oct., p. 728).

Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and the International Union of Operating Engineers, Local 796 (Conciliation Officer: T. B. McRae) (L. G., Oct., p. 728).

W. R. Cameron Limited, St. Catharines, Ont., and Teamsters Local 879 (Conciliation Officer: H. A. Fisher) (L. G., Sept., p. 659).

Straits Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 438).

Island Tug & Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 438).

Rivtow Marine Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 438).

Conciliation boards appointed

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (L. G., Sept., p. 659).

Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies) and General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (L. G., Aug., p. 585).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 505).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (L. G., Oct., p. 729) was fully constituted in August with the appointment of Reginald J. S. Moir of Kelowna, B.C., as chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Thomas E. H. Ellis, Q.C., and union nominee L. Guy, both of Vancouver.

The Board of Conciliation and Investigation established in July to deal with a dispute between Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (L. G., Oct., p. 729) was fully constituted in August with the appointment of J. B. Metzler of Downsview, Ont., as chairman. Mr. Metzler was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee F. G. Hamilton, of Toronto, and union nominee Fred Joyce, of Sarnia.

The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (L. G., Aug., p. 585) was fully constituted in August with the appointment of Prof. Louis-Marie Tremblay of Montreal, as chairman. Prof. Tremblay was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Louis Laberge, both of Montreal.

The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Broadcasting Corporation and Canadian Union of Public Employees (L. G., Aug., p. 585) was fully constituted in August with the appointment of Prof. Louis-Marie Tremblay of Montreal, as chairman. Prof. Tremblay was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Leo Roback, both of Montreal.

Conciliation board report received

B.C. Towboat Owners' Association (representing certain member companies) and Seafarers' International Union of Canada (L. G., July, p. 506) (full text appears in Supplement No. 7, 1970).

Conciliation board not appointed

McKinlay Transport Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (L. G., Oct., p. 728).

Strike terminated

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Montreal, and International Longshoremen's Association, Local 1958 (strike terminated August 1 with the mediation assistance of C. E. Poirier and G. R. Doucet) (L. G., Oct., p. 730).

Certification before the CLRB

The Canada Labour Relations Board met for three days during August. It granted three applications for certification, rejected two, and ordered two representation votes in certification proceedings. It granted seven requests for review of previous decisions, and denied two such requests. During the month, the Board received eight applications for certification, one for revocation of certification, one request for review of an earlier decision, and permitted the withdrawal of one application for certification.

Applications for certification granted

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of certain employees of Canadian National Railway Company, Montreal, Qué., employed at Jasper Park Lodge (L. G., June, p. 442) (reasons for judgment published as Supplement No. 6, 1970).

General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of two units of employees of Chapman Transport Limited, Kelowna, B.C., working in and out of its various terminals in British Columbia. One unit comprises drivers and warehouse and garage employees, the other comprises office and clerical employees. (L. G., Aug., p. 583).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Valleyfield Dock & Terminal Co. Ltd., Valleyfield, Qué., engaged in handling freight in the loading or unloading of vessels and railway cars (L. G., Sept., p. 658).

Applications for certification rejected

Seafarer's International Union of Canada, applicant and Maritime Towing Company Limited, Vancouver B.C., respondent. The application was rejected becaus the company's undertaking or business is not one t which the provisions of the Industrial Relations an Disputes Investigation Act apply (L. G., Feb., p. 145).

General Truck Drivers' Union, Local 938, and Transpor Drivers, Warehousemen and Helpers' Union, Local 10 International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, applicants Roberval Express Limited, Chambord, Qué., respond ent, and Le Syndicat du Transport Routier Inc., (CSN (formerly Le Syndicat National des Employés de l'In dustrie du Camionnage Saguenay-Lac St-Jean Inc.) intervener (L. G., July, p. 507). The application wa rejected because it was not supported by a majority o employees affected in a representation vote conducte by the Board.

Representation votes ordered

National Association of Broadcast Employees an Technicians, applicant, and Lethbridge Television Li mited (CJLH-TV), Lethbridge, Alta., respondent (L. G Sept., p. 658) (Returning Officer: A. A. Franklin).

General Truck Drivers Union, Local 938, Transpor Drivers, Warehousemen and Helpers Union, Local 10 Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, International Brotherhood of Teamsters

Chauffeurs, Warehousemen and Helpers of America, applicants, Bulk Carriers Ltd., Cooksville, Ont., respondent, and Employees Industrial Council, Toronto Branch, intervener (L. G., Sept., p. 658). The Board directed that the names of the applicants only appear on the ballot (Returning Officer: H. A. Fisher).

Requests for review granted

The Board granted a request under Sec. 61 (2) of the Act made by Le Syndicat National des Employés du Terminus Maritime du Saguenay that the three Orders of the Board, cited below, be amended to change the name of the certified bargaining agent by substituting the name "Le Syndicat National des Employés du Terminus Maritime du Saguenay" for "Le Syndicat National des Débardeurs de la Baie des Ha! Ha!" and to change the name of the employer by substituting "Saguenay Terminals Limited/Terminus Maritime du Saguenay Ltée" for "Saguenay Terminals Limited" (L. G., Oct., p. 733): (a) Order dated June 23, 1955, covering a unit of longshoring employees of the company at its terminal at Port-Alfred, Qué.

(b) Order dated September 24, 1965, covering a unit of seamen employed by the company at Port-Alfred, Qué., aboard the tugboats "Port-Alfred" and "Bagotville".

(c) Order dated May 4, 1970, covering a unit of employees classified as patrolman and gateman employed at Port-Alfred, Qué.

The Board granted five requests made by the Public Service Alliance of Canada in respect of Orders of Certification issued to it concerning units of employees of the National Harbours Board. It requested to have its name substituted for that shown as the certified bargaining agent in each of the following Orders of Certification (L. G., Oct., p. 733):

(a) Order of Certification dated October 5, 1969, issued to National Harbours Board, Churchill, Man., of the Civil Service Association of Canada, covering a unit of certain employees at Churchill, Man.

(b) Order of Certification dated June 5, 1963, issued to National Harbours Board Police Association of Halifax, N.S., covering a unit of employees, N.H.B. Police Department, Halifax;

(c) Order of Certification dated January 12, 1959, issued to National Harbours Board Elevator Group, Prescott, Ont., of the Civil Service Association of Canada covering one unit of employees casually employed and a second unit of employees regularly employed in the employer's grain elevator at Prescott, Ont.

(d) Order of Certification dated November 3, 1961, issued to the Civil Service Association of Canada, covering a unit of employees in the Harbour Police Force at Québec, Qué.

(e) Order of Certification dated November 14, 1962, issued to National Harbours Board Police Association, Port of Saint John, covering a unit of employees in the Harbour Police at Saint John, N.B.

The Board granted a request made by the Public Service Alliance of Canada that the Board's Order of December 21, 1960, covering stationary engineers and firemen employed in Ottawa by the Central Mortgage and Housing Corporation be amended to change the name of certified bargaining agent by substituting the Public Service Alliance of Canada for the Civil Service Association of Canada, Ottawa-Hull Local Council. (L. G., Oct., p. 733).

Requests for review denied

The Board denied a request by the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, for the amendment of the certificate issued on October 28, 1969, which certified it as the bargaining agent of a unit of operators, dispatchers and agents employed at various points by the Canadian Pacific Railway Company, Montreal, Qué. The request sought to vary the bargaining unit to include employees now classified as mobile supervisors. It was denied because it was not supported by a majority of the mobile supervisors in a representation vote conducted by the Board (L. G., Aug., p. 582).

The Board denied a request by the International Association of Machinists and Aerospace Workers for the amendment of the certification issued to it on July 19, 1968, which certified it as the bargaining agent of a unit of certain employees of Canadian Pacific Air Lines, Limited, Vancouver, B.C., employed in its Printing Department at Vancouver International Airport. The request sought to enlarge the bargaining unit by the inclusion of three office clerks employed in the printing department. The Board found that, in the circumstances, the request was untimely and rejected it accordingly (L. G., June, p. 442).

Applications for certification received

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Atomic Energy of Canada Limited, Ottawa, Ont., employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (Investigating Officer: A. F. Tulloch).

Canadian Marine Officers' Union, on behalf of a unit of licenced engineers employed aboard the M.V. "Congar" by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Skycharter (a Division of Sky Charter Aircraft Sales Limited), Malton, Ont. (Investigating Officer: K. Hulse).

United Brotherhood of Carpenters and Joiners of America, Local 2499, on behalf of a unit of personnel employed in the Yukon Territory by Yukon Construction Company Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

International Brotherhood of Electrical Workers, Local 530, on behalf of a unit of employees of Huron Cable T.V. Limited, Sarnia, Ont. (Investigating Officer: K. Hulse).

United Steelworkers of America, Local 926, on behalf of a unit of employees of Venus Mines Ltd. (NPL), Carcross, Y.T. (Investigating Officer: A. A. Franklin).

Brotherhood of Locomotive Engineers on behalf of a unit of trainmen, conductors, and engineers employed by the Québec Cartier Mining Company, Port Cartier, Qué. (Investigating Officer: S. T. Payne).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Somavrac Inc., Trois-Rivières, Qué. (Investigating Officer: R. Dorion).

Application for revocation

Tony Eckert, et al., applicants, Melchin Auto Transport Ltd., Calgary, Alta., respondent, and Chauffeurs, Teamsters, and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., May, 1969, p. 284). The application seeks revocation of the Board's Order of February 27, 1969, certifying the respondent union as the bargaining agent of a unit of yard personnel employed at the Company's terminals in Regina and Saskatoon, Sask.

Request for review

The Board received a request for review under Sec. 61 (2) of the Act seeking amendment of the Board's Order of September 8, 1969, which certified the United Transportation Union as the bargaining agent of a unit of crew clerks and train dispatchers employed by the Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. The request, made on behalf of a number of train dispatchers, requests that the Board's Order be amended to exclude the classification of train dispatcher from the bargaining unit (L. G., Oct. 1969, p. 611).

Application for certification withdrawn

Teamsters' Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Riverside Marine Limited (also known as J. B. Moran Transport) Chippawa, Ont., respondent (L. G., Oct., p. 733).

Railway arbitration

Seven disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on July 14, 1970. Six grievances were dismissed and one succeeded.

Case No. 224: Dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the ordering of a trainman to work as an extra brakeman.

On arrival at his objective terminal, a trainman was released from duty. The following morning he was ordered on duty as an extra brakeman and returned to his home terminal. The trainman requested pay from the time he was released from his objective point to the following morning when he resumed work. The company declined to pay the claim.

The arbitrator said that the grievor was off duty when he arrived at his objective terminal. He was held away from home terminal, but he was not on duty during that time. The collective agreement does not provide payment for time when trainmen are held at other than their home terminal, except when they are held longer than 16 hours. Since the grievor was held at other than his home terminal for about 13 hours, the grievance was dismissed.

Case No. 225: Dispute between the CNR and the United Transportation Union over where a livestock car should have been picked up.

The road crew on a CPR train picked up a livestock car from CNR trackage at a stockyard instead of from interchange trackage, which is the customary procedure. The yard foreman and his three helpers, who were regularly assigned to the yard assignment and who were off duty at the time, each submitted claims for a day's pay of eight hours, on the grounds that the company had violated a clause of their agreement.

The arbitrator said that the CPR crew acted improperly in going onto the CNR trackage without authorization. He stated that the yard foreman and his crew could not have been affected by the improper conduct of the CPR crew, as they were not on duty. The only crew that might have been affected was the crew on duty at the time the car was moved, and there was no evidence that that crew had been adversely affected. The arbitrator agreed that the CPR crew acted improperly by going onto the CNR trackage without authorization but he dismissed the grievance of the CNR employees.

Case No. 226: Dispute between the CNR and the United Transportation Union over the amount of holiday pay to be paid to a conductor.

A conductor was on his last tour of duty before a general holiday. He worked, and was paid for 16 hours and 40 minutes, and he also submitted a claim for general holiday pay of 16 hours and 40 minutes. Because the company paid him only eight hours of the requested general pay, he submitted a grievance for the remainder of the time. The collective agreement states that eight hours or less constitute a day's work.

The arbitrator stated that earnings beyond the basic day are described in the collective agreement as "overtime", and that these are expressly excluded from the amount to which the grievor was entitled as holiday pay. He dismissed the grievance.

Case No. 227: Dispute between the CNR and the United Transportation Union over pay claims by a spare yardman.

A yard helper assigned to a spare board submitted a claim for a day's pay, alleging that he was entitled to work as third yard helper on a transfer assignment in New York State. The company declined payment of the claim, stating that a full crew had been used and that there was no need for a spare man to be called.

The union contended that, as one member of the yard crew was riding in the cab of the engine according to instructions, the yard crew was thereby depleted, making it necessary that a spare man be called. The company had issued a general directive that, in order to comply with certain judicial requirements, a member of the yard crew had to ride in the engine cab when work was being performed in New York State.

According to the arbitrator, it was possible that the yard crew could have been hindered in its duties by the locating of one of its members in the engine cab. If this had happened he said, the crew would have performed its work in conformity with the Uniform Code of Operating Rules. The facts revealed that the yard crew had not been reduced but rather reassigned. The arbitrator observed that "whether this satisfies the requirements of New York law is of course not an issue before me." Because a full crew was used, there was no need for a spare man to be called he said, and he dismissed the grievance.

Case No. 228: Dispute between the CPR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the relocation of five employees following cancellation of two trains.

After their trains were cancelled, one of the five employees relocated was placed in a position that gave him an increased rate of pay. The other four were put in jobs that paid lower rates. The Brotherhood contended that the company had violated a job security agreement requiring that if there was "any technological, operational or organizational change of a permanent nature that resulted in adverse effects on employees, at least three months notice would be given in the case of relocation. The company denied that the clause was applicable in this case.

The arbitrator referred to another clause in the same agreement which specifies that reassignment of duties brought about by "fluctuation of traffic" did not come under the purview of the clause quoted by the union. Therefore the company did not have to serve notice, he said, and he dismissed the grievance.

Case No. 229: Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the displacement of an employee.

The company declared an employee medically unfit to perform his regular duties and transferred him to a position where he would not have to assume responsibility. The move displaced another employee. The union contended that its concurrence should have been sought before the transfer was made, and it demanded that the displaced employee be restored to his position and reimbursed for lost wages.

The collective agreement states that "an employee, when released from excepted employment except at his own request, may exercise his rights to any position in his seniority group which he is qualified to fill." The employee transferred for medical reasons was "released from excepted employment" and was not released at his own request. He was therefore entitled to "exercise his seniority rights to any position in his seniority group" that he was qualified to fill. The arbitrator said that the agreement provided the employee with rights that he is entitled to exercise without the consent of either the company or the union. He found no violation of the agreement and therefore dismissed the grievance.

Case No. 230: Dispute between the CPR and the United Transportation Union over an employee's sleeping accommodation.

A passenger trainman, required to stay overnight away from his home terminal was provided with sleeping accommodation that he described as "hot and stuffy." He changed hotels. The arbitrator concluded that, because the collective agreement stipulates that suitable sleeping facilities be provided, the grievor, in choosing to change hotels had followed a proper course and was entitled to be reimbursed for expenses incurred in acquiring better accommodation.

Decisions of the umpire

CUB 2941. The claimant filed an application for benefit, stating that she had last worked as a seamstress for a glove manufacturer. Her employment ended because the factory was closing. **The claimant requested benefit at the dependency rate, saying that her 66-year-old mother lived with her.** Her mother was not working and was not receiving unemployment benefit, but had a pension of $69.44 a month from the CNR and a welfare allowance of $20 a month. (If a dependant's income exceeds $25 a week—increased to $26 on March 10, 1969—it affects the claimant's benefit rate.) The claimant told the Unemployment Insurance Commission's area office that her mother owned the house in which they lived and that she, the claimant, contributed a weekly lump sum of $60 to pay for electricity, heating and half the taxes on the property.

Five months later, the claimant filed another application for benefit and made the same statements about her employment as in her previous application. She stated again that she was supporting her mother. During an interview, the claimant told the Commission that, in addition to her pension from CNR, her mother was receiving a monthly old age pension of $78, and that she had contributed a weekly amount of $20 to pay for her own food, lodging and laundry. She stated that it was through neglect that she had not told everything to the area office, and added that she did not know why she had said she was contributing $60 a week.

Later that year, **the insurance officer notified the claimant that she was not entitled to the dependency rate in respect of her mother, because she had failed to prove that she had maintained a self-contained domestic establishment and supported therein, wholly or mainly, this person,** and he also disqualified the claimant from receiving benefit of an amount of $11 because he decided that she had made a false statement on her first claim, and subsequently, when she stated that she had a dependant.

The claimant appealed to the board of referees. She alleged that it was difficult for a person with little knowledge to make a comparison between the Income Tax Act and the Unemployment Insurance Act. She added that the sums she was contributing to support her mother were fairly high and that she believed she had a dependant. The board unanimously decided to allow the appeal of the claimant concerning her request for the dependency rate, but only for a two-month period.

Regarding the false or misleading statements or representations the claimant was alleged to have made, the board unanimously stated that the claimant had been made aware of an investigation, that she had consulted the area office several times, that she knew her mother's income to be at least $147.44 a month, not counting the financial help she gave her, and that she knew she could not be considered as being entitled to the dependency rate. As for her claim for benefit, the majority of the board decided that the claimant had made statements or representations that she knew to be false or misleading.

The dissenting member of the board expressed the opinion that the claimant could not, considering the facts, know for what reason her mother could be considered as a dependant, as the Income Tax Act differed from the Unemployment Insurance Act on this point. The dissenting member added that, after the claimant was notified of an overpayment of benefit, she made the necessary arrangements to reimburse the Commission; that, consequently, she had made no false statements with a view to defrauding the Commission; and that the disqualification from receiving benefit of an amount of $11 should be rescinded. **The claimant then appealed to the Umpire. He dismissed the appeal and upheld the decision of the majority of the board of referees.**

General topics

Wage schedules

During July, the Department of Labour prepared 7 wage schedules for inclusion in contracts proposed be undertaken by departments of the federal Governme and its Crown corporations in various areas of Canad for works of construction, remodelling, repair or dem lition, and certain services. In the same period, 3(contracts in these categories were awarded. In additio 43 contracts containing the General Fair Wages Clau were awarded.

A copy of the wage schedule issued for each contra is available on request to trade unions concerned to others who have a bona fide interest in the executic of the contract.

Contracts awarded in July for the manufacture of su plies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	1	$ 16,416.0
Supply and Services	148	1,499,647.0

During July, the sum of $5,950.33 was collected fro 15 contractors for wage arrears owing their employee as a result of the failure of the contractors, or the subcontractors, to apply the wage rates and other cond tions of employment required by the schedule of labou conditions forming part of their contract. This amoun is for distribution to the 132 workers concerned.

Omissions

There will be no B or C-3 tables this month. Informatio for the B table, Estimates of Labour Income, by In dustry, and the C-3 table, Estimates of Employees b Industry, Provinces and Canada, was not available a press time.

Unemployment insurance fund

During July 1970, 15,754 investigations were finalized across Canada. Of these, 10,658 were on-premises investigations and 2,352 were selective investigations to verify the fulfilment of statutory conditions. The remaining 500 formal investigations and 2,244 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,028. Prosecutions were commenced in 103 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in July totalled $56,273,965.60 compared with $54,341,902.01 in June and $52,073,835.70 in July 1969. **Benefits paid in July totalled $43,854,344.73 compared with $40,510,145.16 in June and $24,787,401.53 in July a year ago.** The balance in the Fund on July 31, 1970 was $420,791,375.84 compared with $408,371,754.97 in June and $413,776,938.53 at the end of July 1969.

Employment review

Employment increased less than usual between June and July. Total employment was 8,301,000, an increase of 153,000 or 1.9 per cent, and was 100,000, or 1.2 per cent, higher than in July a year ago. Unemployment, at 518,000, was 11,000 lower than in June, but 169,000 higher than in July a year ago. The unemployment rate in July, seasonally adjusted, was 6.7 per cent. At 8,819,000, the labour force was 142,000 higher than in June, and 269,000, or 3.1 per cent, higher than a year ago.

Employment

There was an increase in employment of 153,000 between June and July. Farm and non-farm employment increased less than seasonally. The largest non-farm employment gain occurred in trade, 45,000. Smaller gains were reported in construction, 24,000, and public administration, 21,000.

Regionally, the largest June-to-July increase in total employment was in Quebec, 56,000. There were smaller expansions in the Prairies, 36,000, British Columbia, 29,000, and the Atlantic Region, 23,000. Employment in Ontario showed little change. An expansion of jobs for students was reflected in an employment gain of 220,000 among persons under 25. Since March, 595,000 persons in this age group were employed, about the same as in preceding years.

Employment among persons 25 and over decreased by 66,000 during the June-July period, reflecting in part an unusually large withdrawal of married women from the labour force. The employment reduction of 66,000 among persons 25 and over was greater than the average June-July decline of 44,000 during the previous five years.

Employment in community, business and personal service showed the largest yearly gain, 180,000. There were smaller increases in trade, 31,000, and mines, quarries and oil wells, 14,000. Employment declines were reported in manufacturing, 59,000, agriculture, 25,000, forestry, 20,000, and transportation, communication and other utilities, 12,000.

The largest regional yearly increase was in Ontario, 42,000, followed by the Prairies, 33,000, British Columbia, 13,000, and the Atlantic region, 10,000. Employment in Québec was unchanged from July 1969.

Unemployment

Unemployment, at 518,000, was 11,000 lower than in June, and 169,000 more than a year ago. Among persons 20-24, unemployment declined by 15,000 from June, with smaller changes in other age groups.

Regionally, there was an increase of 10,000 in employment in the Atlantic region, a decline of 11,000 in British Columbia, and little change in other regions. Of the total unemployed in July, 155,000, or 30 per cent, had been unemployed for less than a month, 40 per cent for one to three months, 13 per cent for four to six months, and 17 per cent for seven months or more.

There were 169,000 more unemployed persons in July 1970 than in July 1969. Persons under 25 accounted for 86,000, and those 25 and over accounted for 82,000 of this total increase.

Regionally, the number of unemployed persons increased by 57,000 in Ontario, 45,000 in Quebec, 42,000 in British Columbia and 19,000 in the Prairies since July 1969. There was little change in the Atlantic region. **Unemployment in July 1970 represented 5.9 per cent of the labour force, compared with 4.1 per cent in July 1969, and 4.5 per cent in July 1968.**

U.S. employment review

Unemployment rose from 5 per cent in July to 5.1 per cent in August. The small increase left unemployment essentially unchanged since May and raised the unemployment rate to its highest point since the fall of 1964. Total unemployment in August was 4,200,000, a decrease of 300,000 from July. The decline was slightly less than normal for the time of year. Employment in manufacturing was 945,000 lower than a year ago, and in construction, 160,000.

Unemployment among white-collar workers declined to 2.7 per cent in August from the 10-year high of 3.1 per cent in July, but among blue-collar workers it continued to advance, reaching 7 per cent in August. The numbers of persons out of work for 15 weeks or more rose again to 735,000, nearly twice as many as a year ago, but still less than 1 per cent of the labour force.

November credits

Unemployment insurance report, p. 792, originates wit the Unemployment Insurance and Manpower Sectio of the Dominion Bureau of Statistics. A claimant's un employment register is placed in the active file at th local office as soon as the claim is made. As a resul the count of claimants at any given time inevitabl includes some whose claims are in process. "Claimants should not be interpreted either as "total number o beneficiaries" or "total registered clients."

Certification before the CLRB, p. 796, is prepared b the Employee Representation Branch of the Departmen of Labour, and covers proceedings under the Industria Relations and Disputes Investigation Act involving th functions of the Canada Labour Relations Board, fo which the Employee Representation Branch of the De partment is the administrative agency.

Conciliation before the Minister of Labour, p. 794, originates with the Conciliation and Arbitration Branch o the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Problems of the older worker, p. 775, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration and is reprinted from the summer issue of Task, an Ontario Department of Labour publication.

Employment Fatalities, p. 783, is prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legisla-

tion, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as it is for industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Photos. Murray MacGowan: Cover, p. 766, 773, 807. Duke Photo, Banff, Alta., p. 761. Murray Mosher-Photo Features: p. 762. Public Archives of Canada: p. 765. NFB: p. 769, 770, 774, 775, 776, 779, 781, 782, 784, 785. CNR: p. 799.

Canadians at the ILO

The following is a list of Canadian delegates to the 54th ILO Conference, held in Geneva June 3 to 25, 1970. (The list was inadvertently omitted from the account of the meeting published in the October number, page 719.) Ministers attending: Hon. Bryce Mackasey, Minister, Canada Department of Labour, and Hon. B. Fernand Nadeau, New Brunswick Minister of Labour. The head of the delegation and a government delegate was J. P. Després, Assistant Deputy Minister, Canada Department of Labour. The other government delegate was Georges Ignatieff, Ambassador and Permanent Representative of Canada to the United Nations Office in Geneva. The Government advisers were: Guy de Merlis, Assistant Director, International Labour Affairs Branch, Canada Department of Labour; Michel Fillion, (secretary to the delegation) International Labour Affairs Branch, Canada Department of Labour; Paul Lapointe, First Secretary, Permanent Mission of Canada to the United Nations Office, Geneva; Claude Mérineau, Director of Labour-Management Relations Branch, Department of Labour, Québec; T. B. McRae, Industry Specialist, Canada Department of Labour, Toronto; Dr. K. A. Pugh, Deputy Minister of Labour, Alberta; G. W. T. Reed, Chairman of the Ontario Labour Relations Board; Dr. Gil Schonning, Labour Counsellor, Canada House, London, England; Jan Wanczycki, Chief of the Studies Division, International Labour Affairs Branch, Canada Department of Labour. The assistant secretary to the delegation was Réjane Dodd, Canadian Embassy, Brussels.

Members of Parliament attending were: James McNulty, Parliamentary Secretary to the Minister of Labour; Gérard Duquet and David Weatherhead. Provincial representatives with the Canadian Delegation were: Dr. Louis Fine, Chairman of the Ontario Human Rights Commission, and Hector Wright, Commissioner of the B.C. Workmen's Compensation Board.

The Worker Delegate was Joseph Morris, Executive Vice-President of the Canadian Labour Congress and Member of the Governing Body of the International Labour Office. Worker advisers were: David Cairns, General Representative in Canada for the Brotherhood of Painters, Decorators and Paperhangers of America; Armand Jolicoeur, President of the Montreal Labour Council; Jude Poulin, trade union advisor, Confederation of National Trade Unions; John Simonds, Director, International Affairs Department, Canadian Labour Congress, and R. C. Smith, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.

The Employer Delegate was W. H. Wightman, Manager of the Industrial Relations Department, Canadian Manufacturers' Association. Employer Advisors were: W. C. Black, Director of Personnel, RCA Ltd.; Georges Durocher, Director of Labour Relations, Canadian Construction Association; L. C. Godden, Assistant Vice-President for Labour Relations, Bell Telephone; Mark Stein, President, Magil Construction Ltd., and R. E. Wilkes, Executive Secretary, The Railway Association of Canada.

CIRRI speeches

The full text of all speeches given at the 7th annual meeting of the Canadian Industrial Relations Research Institute will appear in the first 1971 number of "Industrial Relations," a review published quarterly by the Department of Industrial Relations, Faculty of Social Sciences, Laval University, Québec.

Comment

John O'Donoghue, Research Economist, International Association of Machinists, comments as follows on a speech given at the Canadian Manufacturers' Association's annual meeting:

In his address to the annual general meeting of the Canadian Manufacturers' Association, R. V. Hicks, Q.C., of Toronto, made the following observations on the results of a survey conducted over the previous five years among 214 employers, both organized and unorganized, employing more than 450,000 employees (L. G., Oct., p. 704):

"The questionnaires were directed to comparative standards of compensation in organized and unorganized establishments . . . As to the comparative levels of wage rates for production workers, the survey returns show that, on the average, non-unionized employers provide a modestly lower starting rate—to the extent of some 4 cents or 5 cents per hour—while, conversely, their top rates are significantly higher by more than 20 cents an hour . . . But, on analysis, no support can be found for the proposition that union-represented employees occupy a position of general superiority."

What extraordinary "findings"! Canada is Canada and the United States of America are the United States of America. True, there are some areas of differences, areas of significant differences in many cases. But there are also significant similarities in the fields of economics and industrial relations. It is noteworthy that in a publication, "Population Characteristics, Series P-20, No. 202," issued by the U.S. Department of Commerce on June 18, 1970, ten days after Mr. Hicks' Montreal address and dealing with the year 1966, incidentally the first year of the five-year survey period chosen by the Canadian Manufacturers' Association, it is made abundantly clear that:

In the case of skilled workers—the median earnings of union members were 23 per cent higher than those of non-union members.

In the case of operatives and kindred workers—the median earnings of union members were 34 per cent higher than those of non-union members.

In the case of non-farm labourers—the median earnings of union members were 50 per cent higher than those of non-union members.

Some details are given in the introductory paragraph and in the Table A referred to therein, which are reproduced hereunder.

"Median earnings in 1966 of labour union members were, on the average, higher than those of non-union workers, according to estimates released by the Bureau of the Census. This relationship was true, for example, among year-round full-time workers in the three major occupation groups where organized labour was most heavily concentrated. Median earnings in 1966 of union craftsmen were $8,241 or 23 per cent greater than those of non-union workers in this trade. For operatives and non-farm labourers, median earnings of labour union workers also exceeded those of their non-union counterparts, as shown in Table A."

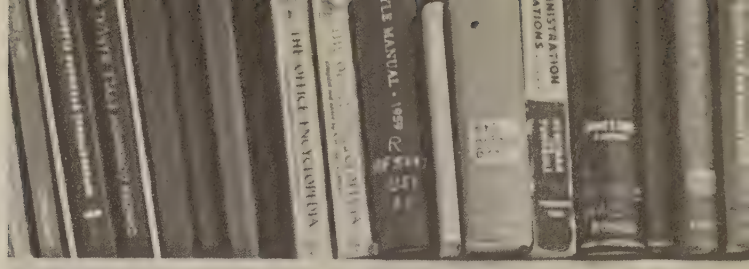
Table A. Median Earnings in 1966 of Year-Round Full-Time Workers in Selected Occupations, by Labour Union Membership.

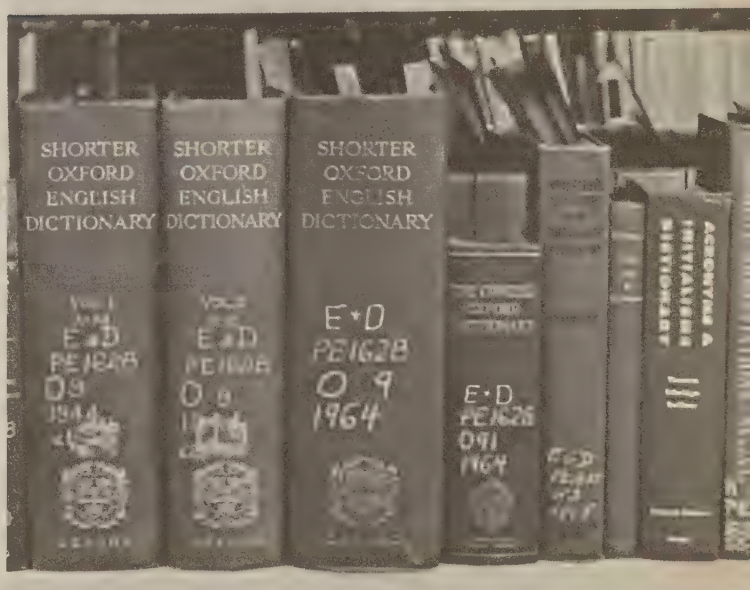
Occupation of Longest Job	Private Wage and Salary Workers: Number with Earnings (thousands)	Private Wage and Salary Workers: Per cent in Labour Unions	Median Earnings in 1966: In Labour Unions	Median Earnings in 1966: Not in Labour Unions	Ratio: Median Earnings of Labour Union to Non-union Workers
Year-round full-time workers in 1966					
Craftsmen, foremen and kindred workers	6,328	46.9	$8,241	$6,684	1.23
Operatives and kindred workers	8,472	50.9	6,321	4,724	1.34
Non-farm Labourers	1,213	51.7	6,108	4,084	1.50

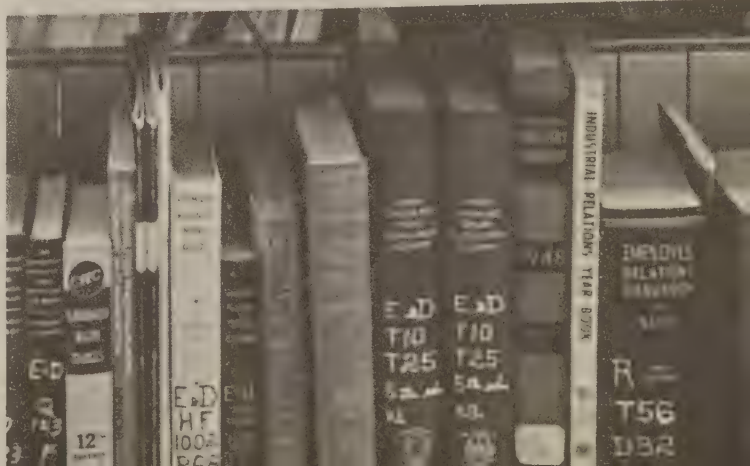
Correction

There were two errors in the article, "Attitudes to Technological Change," in the September Gazette. P. 643, col. 1, para. 2, line 3: "attention" should read "problems." P. 644, col. 2, para. 1, line 12: insert "unrest" after "labour."

Publications in the library







List No. 260

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public) or directly if there is no local library. When requesting loans, please indicate the publication numeral and month listed.

Business

■ **No. 1—Irwin, Patrick Hamilton.** Business planning; key to profit growth. Hamilton, Society of Industrial Accounts of Canada; Toronto, Ryerson Press, c1969. x, 167 p.

■ **No. 2—National Industrial Conference Board.** Inter-company transactions in the multinational firm; a survey, by James Greene and Michael G. Duerr. New York, 1970. 55 p.

Communism

■ **No. 3—Dash, Jack.** Good morning, brothers! London, Lawrence & Wishart, 1969. 190 p. Autobiography of a British Communist, dockworker, and member of the Transport and General Workers' Union.

■ **No. 4—Martin, Roderick.** Communism and the British trade unions, 1924-1933; a study of the National Minority Movement. Oxford, Clarendon Press, 1969. xii, 209 p.

Employment management

■ **No. 5—National Industrial Conference Board.** Incentive plans for salesmen, by David A. Weeks. New York, 1970. 98 p.

■ **No. 6—Williams, Michael R.** Supervisory management in the office. London, Heinemann [c1969] xiv, 130 p. Published in association with the Institute of Supervisory Management.

Industrial relations

■ **No. 7—Bloom, Gordon Falk.** Economics of labor relations [by] Gordon F. Bloom [and] Herbert R. Northrup. 6th ed. Homewood, Ill., R. D. Irwin; Nobleton, Ont., Irwin-Dorsey Ltd., 1969, xviii, 751 p.

■ **No. 8—McAuley, Mary.** Labour disputes in Soviet Russia, 1957-1965. Oxford, Clarendon Press, 1969. 269 p.

■ **No. 9—Trotta, Maurice S.** Grievence [sic] handling for foremen, by Maurice S. Trotta [and] Walter W. Bishop. Ann Arbor, Bureau of Industrial Relations, University of Michigan, c1969, xiii, 115 p.

■ **No. 10—Wortman, Max Sidones, comp.** Critical issues in labor; text and readings. New York, Macmillan, 1969, xiii, 466 p.

Labour organization

■ **No. 12—Greenstone, John David.** Labor in American politics, New York, Knopf, 1969. xviii, 408, L [i.e. 50] p.

■ **No. 12—Lovell, John Christopher.** Stevedores and dockers; a study of trade unionism in the port of London, 1870-1914. London, Macmillan, c1969. 270 p.

■ **No. 13—Radosh, Ronald.** American labor and United States foreign policy. New York, Random House, c1969. 463 p.

Labour supply

■ **No. 14—Conference on Employment Problems of Automation and Advanced Technology, Geneva, 1964.** Employment problems of automation and advanced technology: an international perspective; proceedings of a conference held at Geneva by the International Institute for Labour Studies, 19-24 July 1964; edited and introduced by Jack Stieber. London, Macmillan; New York, St. Martin's Press, 1966. xvii, 479 p.

■ **No. 15—Fair, Ray Clarence.** The short-run demand for workers and hours. Amsterdam, North-Holland Publishing Co., 1969. xii, 225 p.

Labouring classes

■ **No 16—International Labour Organization.** India; vocational training schemes for industry; [final report prepared for the Government of India by the International Labour Organization, as participating and executing agency for the United Nations Development Programme. Geneva, 1969] 107 p.

■ **No. 17—International Labour Office.** Technical guide, 1970; descriptions of series published in the Bulletin of Labour Statistics. [3rd ed.] Geneva, 1970. 2v. Contents: v.1. Consumer prices. v.2. Employment, unemployment, hours of work, wages.

■ **No. 18—Ontario.** Department of Labour. Research Branch. Survey of the barbering industry in Ontario, August 1968, by Albert E. Alleyne. Toronto, 1969. 67 p.

■ **No. 19—Organization for Economic Co-operation and Development.** Internal migration; human gains and losses, by R. C. Taylor. Paris, 1969. 109 p.

■ **No. 20—Seminar on Collective Bargaining, Niagara University and St. Bonaventure University, 1968.** Crisis in bargaining? Edited by Luke Power, Samuel H. Sackman [and] Eugene A. Walsh. Foreword by Joseph P. O'Donnell. Niagara Falls, N.Y., Niagara University Press, 1969. xiv, 137 p. "Sponsored by the Federal Mediation and Conciliation Service, the Industrial Relations Research Association for Western New York and the host universities."

■ **No. 21—Weisberger, Bernard A.** The new industrial society. New York, John Wiley, c1969. 162 p.

■ **No. 22—Wright, Peter L.** The coloured worker in British industry; with special reference to the Midlands and North of England. London, New York, [etc.] published for the Institute of Race Relations, London, [by] Oxford U.P., 1968. xvii, 245 p.

Manpower policy

■ **No. 23—Mangum, Garth Leroy.** The emergence of manpower policy. New York, Holt, Rinehart and Winston, c1969. xiii, 173 p.

■ **No. 24—North American Conference on Cost-Benefit Analysis of Manpower Policies, University of Wisconsin, 1969.** Cost-benefit analysis of manpower policies; proceedings of a North American conference. Editors: G. G. Somers & W. D. Wood. Kingston, Ont., Industrial Relations Centre, Queen's University, c1969. xix, 272 p. "Under the auspices of Center for Studies in Vocational and Technical Education, the University of Wisconsin [and] Industrial Relations Centre, Queen's University. Sponsored by Canadian Department of Manpower and Immigration, [and] United States Department of Labor."

Task force on labour relations

The following 5 studies were prepared for the Task Force on Labour Relations and published by the Queen's Printer in Ottawa in 1970.

■ **No. 25—Chernick, Jack.** Adaptation and innovation in wage payment systems in Canada. 130 p. Résumé en français, p. 121-130.

■ **No. 26—Goldenberg, Shirley B.** Professional workers and collective bargaining; an analysis of the problems which professional workers and their employers face when they adopt a collective bargaining relationship. 298 p. Appendix A: The case of the engineers. p. 112-257. Résumé en français, p. 286-298.

■ **No. 27—Samlalsingh, Ruby Stella.** Broadcasting, an industry study. 130 p. Résumé en français, p. 121-130.

■ **No. 28—Solasse, Bernard.** Syndicalisme, consommation et société de consommation; La Confédération des Syndicats Nationaux et le problème de la consommation. 47 p. Summary in English, p. 39-47.

■ **No. 29—Weiler, Paul C.** Labour arbitration and industrial change. 146 p. Résumé en français, p. 145-146.

Wages

■ **No. 30—Lerner, Shirley W., ed.** Workshop wage determination, edited by Shirley W. Lerner, John R. Cable and S. Gupta. The Manchester research team: John Cable [and others] Oxford, Pergamon Press [1969] 294 p. The views expressed in this book are an outgrowth of discussions in the Advanced Seminar in Industrial Relations in the Economics Department, the University of Manchester.

■ **No. 31—O'Herlihy, C. St.J.** Measuring minimum wage effects in the United States. Geneva, International Labour Office, 1969. 84 p.

Women—employment

■ **No. 32—U.S. Women's Bureau.** Automation and women workers. Washington, GPO, 1970. 12 p.

■ **No. 33—Wolfe, Helen (Bickel).** Women in the world of work. Albany, University of the State of New York, State Education Department, Division of Research, 1969. 65 p.

Youth

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Miscellaneous

■ **No. 36—Australia. National Labour Advisory Council.** Review of Australian law and practice relating to conventions adopted by the International Labour Conference. Melbourne, Australia Dept. of Labour and National Service, 1969. 122 p.

■ **No 37—Greenough, William Croan.** Benefit plans in American colleges, by William C. Greenough and Francis P. King. New York, Columbia University Press, 1969. xiv, 481 p.

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■ **No. 41—Nonprofessionals in the human services** Charles Grosser, William E. Henry [and] James G Kelly, editors. [1st ed.] San Francisco, Jossey-Bass, 1969 xxi, 263 p. Papers from a joint conference of the National Association of Social Workers and the American Psychological Association, held in Washington, D.C. 1967.

■ **No. 42—Sindler, Allan Paul, ed.** American political institutions and public policy; five contemporary studies Boston, Little, Brown, 1969. viii, 280 p.

■ **No. 43—Social security in international perspective; essays in honor of Eveline M. Burns.** Edited by Shirley Jenkins. Contributors: Henning Friis [and others] New York, Columbia University Press, 1969. xii, 255 p. Contents: Eveline M. Burns: Social economist, by V. Shlakman. Transfer and redistribution as social process, by R. J. Lampman. Income maintenance: social insurance and public assistance, by I. C. Merriam. Health services: problems of cost and distribution, by H. M. Somers. An emerging system of income maintenance: Canada in transition, by J. S. Morgan. Issues in social security policies in Denmark, by H. Friis. New guardians of the poor in Britain, by R. M. Titmuss. Social security in France, by P. Laroque. Social security in India: limited resources, unlimited needs, by S. Z. Hasan. Social security as system, by A. J. Kahn. Writings of Eveline M. Burns from 1923 through 1968 (p. [229]-241).

■ **No. 44—University League for Social Reform.** Close the 49th parallel etc; the Americanization of Canada. Edited by Ian Lumsden. Toronto, University of Toronto Press, c1970. 336 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 18, 1970		8,819	+ 1.6	+ 3.1
Employed		8,301	+ 1.9	+ 1.2
Agriculture		619	+ 8.8	− 3.9
Non-agriculture		7,682	+ 1.4	+ 1.7
Paid workers		7,181	+ 1.9	+ 1.8
At work 35 hours or more		5,767	−12.4	− 2.2
At work less than 35 hours		1,168	− 5.9	+19.7
Employed but not at work		1,367	+319.3	+ 2.7
Unemployed		518	− 2.1	+48.4
Atlantic		48	+26.3	+14.3
Québec		184	− 2.1	+32.4
Ontario		153	− 3.2	+59.4
Prairie		57	− 1.7	+50.0
British Columbia		76	−12.6	+123.5
Without work and seeking work		490	− 3.4	+48.9
On temporary layoff up to 30 days		27	+17.4	+35.0
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June	129.9	+ 2.7	− 0.2
Manufacturing employment (1961 = 100)†	June	125.2	+ 2.1	− 2.9
IMMIGRATION	1st quarter 1970	30,783	−	− 0.02
Destined to the labour force	1st quarter 1970	16,706	−	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	94	− 6.9	−29.3
No. of workers involved	June	72,736	−18.2	+18.5
Duration in man days	June	1,112,920	−11.9	+22.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†	June	$ 126.61	− 0.4	+ 7.7
Average hourly earnings (mfg.)†	June	$ 3.01	+ 0.7	+ 8.3
Average weekly hours paid†	June	40.0	0.0	− 0.5
Average weekly wages (mfg.)†	June	$ 120.59	+ 0.6	+ 7.8
Consumer price index (1961 = 100)	July	130.5	+ 0.5	+ 3.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	May	124.0	+ 0.6	+ 3.8
Total labour income (Millions of dollars)†	June	$ 3,878.9	+ 0.9	+ 8.3
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	170.2	− 0.2	+ 1.1
Manufacturing	June	166.4	− 0.7	− 2.2
Durables	June	183.8	+ 0.5	− 4.5
Non-durables	June	152.1	− 1.9	+ 0.1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June	11,585	+37.7	−38.3
Completions	June	8,108	−33.7	−38.3
Under construction	June	98,580	+ 3.6	−15.0

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 18, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,819	713	2,455	3,269	1,463	919
Men	6,020	499	1,702	2,197	1,001	621
Women	2,799	214	753	1,072	462	298
14-19 years	1,219	110	330	421	232	127
20-24 years	1,387	142	429	464	221	130
25-44 years	3,557	246	1,025	1,359	547	380
45-64 years	2,450	200	620	948	421	261
65 years and over	207	16	52	77	42	21
EMPLOYED	8,301	665	2,271	3,116	1,406	843
Men	5,649	462	1,567	2,093	962	565
Women	2,652	203	704	1,023	444	278
Agriculture	619	34	132	157	260	36
Non-agriculture	7,682	631	2,139	2,959	1,146	807
Paid Workers	7,181	582	1,967	2,795	1,093	744
Men	4,760	397	1,338	1,840	694	491
Women	2,421	185	629	955	399	253
UNEMPLOYED	518	48	184	153	57	76
Men	371	37	135	104	39	56
Women	147	11	49	49	18	20
PERSONS NOT IN LABOUR FORCE	6,211	671	1,835	2,132	957	616
Men	1,428	187	414	468	217	142
Women	4,783	484	1,421	1,664	740	474

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended July 18, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	15,030	2,490	4,213	1,242	4,321	1,191	1,572
LABOUR FORCE	8,819	1,219	4,041	1,098	1,436	819	207
Employed	8,301	1,037	3,899	984	1,395	786	200
Unemployed	518	182	142	113	41	33	**
NOT IN LABOUR FORCE	6,211	1,271	172	145	2,885	372	1,365
PARTICIPATION RATE†							
1970—July 18	58.7	49.0	95.9	88.4	33.2	68.8	13.2
June 20	57.8	40.9	96.1	87.7	34.6	70.0	13.4
UNEMPLOYMENT RATE‡							
1970—July 18	5.9	14.9	3.5	10.3	2.9	4.0	**
June 20	6.1	17.7	3.6	11.7	2.6	4.4	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 18, 1970

	July 1970	June 1970	July 1969
	(in thousands)		
TOTAL UNEMPLOYED	518	529	349
On temporary layoff up to 30 days	27	23	20
Without work and seeking work	490	507	329
Seeking:			
Full-time work	442	462	304
Part-time work	48	44	25
Under 1 month	128	187	102
1-3 months	205	157	131
4-6 months	69	75	35
More than 6 months	88	88	61

Source: Labour Force Survey, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 197 employers in the principal non-agricultural industries reported a total employment of 3,691,524; at May 1970 the figure was 3,751,591 Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establish ments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C- are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners fo whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wag earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969	126.9	150.3	117.63	125.2	150.7	122.93
1969—March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March*	124.2	158.2	123.79	122.6	159.5	130.08
April†	124.5	160.4	125.46	122.3	161.2	131.45

*Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100) Employment	Industrial Composite‡ Index Numbers (1961 = 100) Average Weekly Wages and Salaries	Industrial Composite‡ Average Weekly Wages and Salaries	Manufacturing Index Numbers (1961 = 100) Employment	Manufacturing Index Numbers (1961 = 100) Average Weekly Wages and Salaries	Manufacturing Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969	126.9	150.3	117.63	125.2	150.7	122.93
1969—May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.3	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April*	124.5	160.4	125.53	122.2	161.2	131.43
May†	126.5	161.2	126.12	122.6	162.5	132.54

*Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969
	(1961 — 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	111.7	109.7	112.1	106.56	104.82	96.54
Newfoundland	113.3	111.9	111.0	116.09	117.42	103.47
Prince Edward Island	115.3	113.1	113.4	85.48	83.59	82.70
Nova Scotia	111.1	108.7	114.2	105.05	101.23	94.37
New Brunswick	110.9	109.2	110.2	104.03	102.71	95.99
Québec	116.5	116.4	116.1	121.14	119.31	113.52
Ontario	130.0	129.5	129.1	129.68	127.89	120.27
Prairie Region	122.2	123.0	121.1	119.70	118.40	110.94
Manitoba	115.4	115.7	112.7	114.46	113.02	106.87
Saskatchewan	108.4	108.6	115.5	113.84	112.82	106.47
Alberta	133.6	135.0	130.5	125.47	124.13	115.55
British Columbia	137.9	138.0	132.6	137.39	136.14	126.95
CANADA	124.5	124.2	123.4	125.46	123.79	116.43
URBAN AREAS						
St. John's	130.0	128.4	133.5	99.44	97.94	91.79
Halifax	118.9	119.9	117.6	106.65	102.57	96.50
Sydney	88.5	87.4	96.3	109.53	110.06	97.54
Moncton	131.0	129.6	120.4	97.31	95.05	91.47
Saint John	111.5	110.1	113.3	103.43	101.15	93.17
Chicoutimi	111.1	109.8	108.1	141.64	138.41	131.72
Montreal	120.9	120.7	121.5	124.39	122.29	115.42
Québec	119.3	118.7	116.0	109.25	106.44	98.09
Shawinigan	91.9	91.9	92.7	126.40	126.02	119.16
Sherbrooke	110.4	112.5	114.0	106.08	103.38	99.79
Trois-Rivières	113.7	112.5	111.9	115.18	113.70	105.40
Ottawa-Hull	137.1	136.4	134.0	117.14	115.05	107.50
Belleville	125.1	125.1	121.4	106.94	106.22	102.73
Brampton	283.2	282.9	277.0	128.52	125.93	119.78
Brantford	133.4	135.0	136.1	117.20	116.33	112.98
Fort William-Port Arthur	120.7	118.5	121.4	119.28	118.72	116.84
Guelph	140.0	139.2	140.8	119.73	117.93	109.59
Hamilton	121.6	121.7	123.5	132.98	131.65	122.00
Kingston	125.8	125.2	127.0	119.85	125.21	114.56
Kitchener	152.8	153.3	151.0	114.91	113.57	106.88
London	123.3	122.5	122.6	120.63	116.73	112.10
Niagara Falls	104.1	103.8	107.1	119.64	121.96	111.87
Oshawa	137.4	138.2	140.9	145.82	141.67	136.96
Peterborough	143.5	142.3	138.1	128.56	125.58	121.90
Sarnia	137.9	138.2	141.4	162.40	156.18	152.58
Sault Ste. Marie	119.4	117.5	123.9	145.89	145.72	129.93
Sudbury	129.7	128.9	125.3	152.90	165.12	141.86
St. Catharines	141.5	138.3	139.6	136.25	135.91	132.20
Timmins	69.5	68.6	70.2	113.76	116.17	102.87
Toronto	133.9	133.4	132.3	131.47	129.36	121.60
Welland	113.8	114.1	112.0	146.31	143.60	133.93
Windsor	149.1	148.6	151.4	152.76	142.53	135.34
Winnipeg	119.4	119.8	116.1	107.20	105.71	99.59
Regina	113.5	114.8	121.6	108.58	107.68	101.52
Saskatoon	130.0	130.3	138.3	107.48	107.12	98.72
Calgary	144.7	145.0	142.9	123.95	122.26	114.27
Edmonton	143.9	144.3	140.4	119.62	116.97	110.76
Vancouver	139.8	140.6	136.3	133.67	131.52	123.28
Victoria	132.0	133.9	131.3	119.45	117.25	111.01

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	116.5	110.9	117.7	105.32	106.64	96.10
Newfoundland	118.2	111.1	116.6	114.92	116.56	104.54
Prince Edward Island	130.1	115.3	129.0	83.32	85.48	80.86
Nova Scotia	114.0	110.7	116.8	104.30	105.00	94.70
New Brunswick	117.2	110.5	118.4	102.42	104.14	93.86
Québec	119.0	116.7	119.8	121.74	120.93	114.70
Ontario	131.9	129.9	131.5	131.26	129.92	121.25
Prairie Region	125.2	122.3	126.1	120.75	119.88	111.45
Manitoba	117.4	115.4	118.0	115.46	114.28	107.31
Saskatchewan	112.0	108.2	119.9	114.74	113.90	107.38
Alberta	137.3	133.8	135.5	126.57	125.93	115.98
British Columbia	135.1	138.0	137.6	135.66	137.34	127.89
CANADA	126.5	124.5	127.0	126.12	125.53	117.26
URBAN AREAS						
St. John's	133.3	130.0	138.3	99.21	98.64	93.29
Halifax	119.9	118.0	118.5	106.19	106.32	96.86
Sydney	91.3	88.6	91.4	106.31	109.60	98.36
Moncton	134.0	131.0	126.0	99.36	97.35	92.19
Saint John	114.8	111.2	112.8	103.64	103.81	95.23
Chicoutimi	113.5	110.5	110.5	142.07	141.73	131.80
Montreal	121.6	121.2	123.5	125.27	124.16	116.97
Québec	122.0	119.7	113.2	108.81	108.61	98.52
Shawinigan	96.5	91.8	94.2	124.87	126.40	121.02
Sherbrooke	110.9	110.2	115.9	107.98	105.36	99.32
Trois-Rivières	109.1	113.9	114.6	117.93	115.43	107.64
Ottawa-Hull	141.3	137.1	136.1	117.74	117.33	109.33
Belleville	125.2	123.4	123.3	110.12	107.23	103.23
Brampton	290.9	284.3	282.2	127.59	128.25	119.04
Brantford	132.3	133.6	135.9	117.41	117.76	111.21
Thunder Bay	121.5	120.7	124.6	121.35	120.60	118.11
Guelph	143.7	142.9	143.5	121.39	120.33	108.36
Hamilton	122.8	121.6	124.5	134.56	132.66	122.55
Kingston	126.9	125.8	130.8	120.18	119.85	113.53
Kitchener	153.2	152.3	154.4	116.58	115.10	107.60
London	125.0	122.6	124.7	121.84	120.24	113.92
Niagara Falls	114.2	104.1	113.9	116.38	120.36	113.00
Oshawa	138.5	137.4	144.9	146.86	145.95	136.23
Peterborough	140.6	143.7	142.9	131.12	131.30	121.90
Sarnia	138.0	137.2	143.1	162.68	162.90	155.69
Sault Ste. Marie	124.2	119.5	125.2	144.74	145.89	133.78
Sudbury	131.6	129.6	128.0	156.36	153.63	142.53
St. Catharines	143.5	140.6	143.3	140.67	138.49	133.84
Timmins	71.4	69.5	72.5	115.24	113.76	105.16
Toronto	135.3	134.1	133.0	133.50	131.65	122.25
Welland	117.9	113.7	114.7	146.93	146.36	139.11
Windsor	149.5	148.8	154.8	155.45	152.79	137.53
Winnipeg	121.4	119.4	120.9	108.38	107.20	100.32
Regina	116.3	113.0	122.7	111.02	108.75	103.26
Saskatoon	131.2	129.4	139.7	109.64	107.32	99.90
Calgary	147.2	144.4	147.9	125.91	124.53	115.35
Edmonton	146.6	144.1	143.1	120.97	120.14	110.01
Vancouver	137.9	139.4	139.5	132.12	133.38	124.01
Victoria	127.9	131.6	132.3	115.70	117.57	114.91

* Latest figures subjects to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1970	March 1970	April 1969	April 1970	March 1970	April 196
	(1961 — 100)			$	$	$
MINING, INCLUDING MILLING	112.1	113.2	108.8	163.04	165.76	147.0
Metals	105.2	103.2	103.6	161.81	167.08	146.6
Mineral fuels	106.7	106.8	104.3	174.96	173.41	154.9
Non-metals except fuels	132.3	130.9	118.3	148.75	148.99	135.1
Quarries and sand pits	99.1	88.0	101.1	137.89	130.28	131.9
Services incidental to mining	152.0	184.4	146.1	173.01	173.67	152.7
MANUFACTURING	122.3	122.6	123.6	131.45	130.08	121.8
Durable goods	134.0	135.0	136.5	140.94	139.21	130.6
Non-durable goods	112.7	112.5	113.2	122.31	121.20	113.24
Food and beverages	103.9	100.6	102.8	118.55	118.24	107.97
Foods	103.1	99.6	101.7	114.65	114.27	104.40
Beverages	108.5	106.9	109.7	141.96	141.63	128.79
Tobacco processing and products	100.1	103.5	94.5	140.03	135.01	126.24
Rubber products	111.5	112.4	125.2	134.22	133.02	127.78
Leather products	88.9	90.8	100.1	84.12	82.87	80.02
Textile products	114.2	115.6	120.5	108.87	108.16	101.72
Knitting mills	115.4	116.5	116.6	82.26	80.81	77.88
Clothing	107.6	111.4	108.0	79.82	79.12	75.46
Wood products	105.5	106.5	112.6	118.51	117.43	109.87
Furniture and fixtures	126.1	127.6	130.2	105.70	104.73	100.20
Paper and allied industries	120.4	119.8	117.8	150.66	149.73	140.74
Printing, publishing and allied industries	115.2	115.1	114.6	136.07	135.00	126.41
Primary metal industries	130.0	130.2	129.7	156.31	156.66	142.21
Metal fabricating industries	133.4	133.7	134.9	138.49	135.49	127.09
Machinery, except electrical	152.7	154.2	149.0	150.73	148.01	141.75
Transportation equipment	150.2	151.4	156.4	153.30	150.64	142.27
Electrical products	146.6	148.0	147.5	132.44	131.06	124.94
Non-metallic mineral products	110.9	112.4	113.4	138.65	136.88	129.37
Petroleum and coal products	103.4	103.9	102.8	196.77	189.05	179.08
Chemicals and chemical products	121.3	120.6	120.5	147.41	147.50	137.25
Miscellaneous manufacturing industries	148.4	149.6	144.7	112.72	111.71	104.73
CONSTRUCTION	105.5	102.4	111.3	163.38	152.90	147.49
Building	120.4	119.5	126.2	163.22	150.67	143.70
Engineering	79.8	72.9	85.5	163.79	159.17	157.14
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.7	108.1	108.9	140.40	139.15	129.76
Transportation	104.0	102.0	103.2	137.99	136.91	128.11
Storage	108.5	104.6	109.4	126.64	124.24	114.03
Communication	121.9	121.8	121.6	135.73	132.89	124.72
TRADE	137.3	137.2	133.2	99.97	98.79	92.68
Wholesale trade	131.7	131.7	126.2	127.22	124.95	116.14
Retail trade	140.3	140.2	137.1	85.95	85.31	80.77
FINANCE, INSURANCE AND REAL ESTATE	142.6	142.8	136.1	119.41	117.86	113.58
Financial institutions	147.6	148.1	140.3	116.26	114.28	111.72
Insurance and real estate	135.9	135.6	130.5	124.00	123.12	116.27
SERVICE	174.3	171.9	163.4	90.39	89.38	83.16
Recreational services	154.7	144.4	144.0	84.18	82.18	77.31
Business services	194.3	194.4	186.2	141.42	138.59	127.81
Personal services	157.9	155.7	149.8	66.10	66.47	61.57
Miscellaneous services	217.2	216.5	192.7	91.37	88.64	86.11
INDUSTRIAL COMPOSITE	124.5	124.2	123.4	125.46	123.79	116.43

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
	(1961 = 100)					
MINING, INCLUDING MILLING	116.3	112.3	107.6	162.16	163.31	147.10
Metals	108.6	105.2	99.6	164.35	162.14	147.16
Mineral fuels	110.7	107.0	102.4	168.35	175.09	158.39
Non-metals except fuels	136.8	132.6	120.3	145.96	148.76	133.26
Quarries and sand pits	105.7	99.1	115.5	139.80	137.99	130.28
Services incidental to mining	159.7	153.0	153.0	166.73	173.43	149.10
MANUFACTURING	122.6	122.2	126.2	132.54	131.43	122.59
Durable goods	133.1	134.0	138.8	142.38	140.95	131.81
Non-durable goods	114.0	112.6	115.9	123.23	122.25	113.65
Food and beverages	108.6	103.3	109.1	119.12	118.57	107.93
Foods	107.7	102.4	108.3	115.27	114.68	104.03
Beverages	113.9	108.7	114.7	142.11	141.67	131.08
Tobacco processing and products	90.8	100.1	87.7	148.87	140.03	129.61
Rubber products	108.4	111.5	126.2	140.18	134.22	126.06
Leather products	87.8	88.7	100.5	86.29	84.00	81.03
Textile products	112.4	114.4	121.8	111.46	108.64	101.33
Knitting mills	113.3	114.6	116.8	83.14	82.12	78.04
Clothing	107.8	107.6	108.2	81.25	79.82	75.47
Wood products	101.5	105.8	115.7	115.88	118.10	110.01
Furniture and fixtures	124.2	126.1	130.6	106.65	105.61	99.78
Paper and allied industries	120.0	120.5	121.9	148.64	150.56	141.52
Printing, publishing and allied industries	118.1	115.1	114.9	136.78	135.99	127.30
Primary metal industries	132.7	129.9	132.1	158.68	156.32	145.94
Metal fabricating industries	133.9	133.4	136.7	139.03	138.30	128.37
Machinery, except electrical	146.1	152.8	149.3	151.68	150.60	139.77
Transportation equipment	149.7	150.0	157.8	155.69	153.70	144.44
Electrical products	144.1	146.4	151.0	134.69	132.62	125.02
Non-metallic mineral products	114.5	111.1	118.8	140.37	138.70	131.96
Petroleum and coal products	108.1	103.7	105.6	191.61	195.55	183.24
Chemicals and chemical products	122.8	121.3	122.0	149.01	147.38	137.80
Miscellaneous manufacturing industries	148.9	148.7	146.7	114.18	112.67	104.86
CONSTRUCTION	112.6	104.7	114.4	165.20	164.13	149.54
Building	120.4	120.1	120.0	167.14	163.05	145.25
Engineering	99.3	78.1	104.7	161.17	166.99	158.03
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.2	109.7	114.1	141.90	140.94	130.78
Transportation	106.5	103.9	109.6	139.61	138.83	129.29
Storage	110.8	108.7	111.9	127.28	124.60	116.20
Communication	123.8	122.0	123.6	136.25	135.20	126.65
TRADE	138.3	137.4	134.7	100.06	99.94	93.59
Wholesale trade	132.1	131.8	128.2	126.50	127.09	117.11
Retail trade	141.6	140.5	138.3	86.53	85.97	81.57
FINANCE, INSURANCE AND REAL ESTATE	143.4	142.7	138.0	119.35	119.42	114.62
Financial institutions	148.1	147.6	142.5	115.92	116.24	112.49
Insurance and real estate	137.0	136.1	131.9	124.35	124.06	117.73
SERVICE	179.9	174.5	171.3	89.89	90.32	83.59
Recreational services	174.5	152.7	166.3	84.88	83.80	77.34
Business services	193.0	194.5	187.2	141.39	141.43	129.68
Personal services	163.0	157.2	156.4	66.17	66.13	62.36
Miscellaneous services	222.9	221.5	203.7	90.85	90.76	86.11
INDUSTRIAL COMPOSITE	126.5	124.5	127.0	126.12	125.53	117.26

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.6	41.0	41.5	3.72	3.66	3.24	151.04	150.12	134.51
Metals	40.4	40.0	41.0	3.84	3.79	3.36	155.27	151.47	137.84
Mineral fuels	38.9	42.1	41.0	3.53	3.42	2.97	137.37	144.04	121.80
Non-metals, except fuels	41.3	42.0	41.7	3.35	3.37	2.98	138.19	141.33	124.28
Quarries and sand pits	45.5	45.1	49.2	2.98	2.97	2.64	135.53	133.78	129.87
Services incidental to mining	40.7	42.7	41.1	4.07	3.91	3.49	165.35	167.13	143.41
MANUFACTURING	40.0	39.8	40.4	2.99	2.99	2.77	119.88	118.84	111.97
Durable goods	40.3	40.3	41.0	3.24	3.22	2.98	130.82	129.77	122.21
Non-durable goods	39.7	39.3	39.8	2.75	2.74	2.55	109.10	107.83	101.48
Food and beverages	40.2	39.2	39.7	2.67	2.70	2.45	107.34	106.01	97.18
Foods	40.2	39.1	39.6	2.58	2.62	2.37	103.71	102.38	93.77
Beverages	40.3	39.9	40.2	3.32	3.31	3.04	133.80	132.22	122.49
Tobacco processing and products	39.1	38.2	36.5	3.48	3.31	3.19	136.10	126.39	116.74
Rubber products	41.4	40.4	40.8	3.19	3.07	2.87	132.17	124.07	117.33
Leather products	37.9	37.1	39.2	2.03	2.00	1.90	76.81	74.21	74.33
Textile products	41.0	40.5	41.3	2.37	2.34	2.17	97.16	94.96	89.73
Miscellaneous textiles	41.1	39.7	39.6	2.60	2.53	2.21	106.84	100.40	87.66
Knitting mills	40.2	39.4	40.8	1.80	1.80	1.70	72.35	70.97	69.08
Clothing	36.7	36.1	37.1	1.97	1.95	1.86	72.27	70.52	69.02
Wood products	38.5	39.0	39.6	2.80	2.86	2.65	107.81	111.34	104.83
Furniture and fixtures	40.3	39.8	41.5	2.40	2.38	2.20	96.50	94.75	91.51
Paper and allied industries	40.8	41.2	41.1	3.40	3.42	3.24	138.67	140.78	133.10
Pulp and paper mills	40.8	41.4	41.2	3.68	3.69	3.53	150.24	152.92	145.46
Printing, publishing and allied industries	37.5	37.8	37.8	3.50	3.46	3.28	131.51	130.71	124.09
Primary metal industries	41.0	40.6	41.5	3.64	3.59	3.31	149.09	145.76	137.45
Iron and steel mills	41.0	40.1	41.3	3.83	3.77	3.42	157.18	151.20	141.57
Metal fabricating industries	40.5	40.7	41.3	3.23	3.19	2.94	130.88	129.88	121.23
Machinery, except electrical	40.8	40.9	41.2	3.34	3.37	3.14	136.38	137.88	129.31
Transportation equipment	40.8	40.5	40.9	3.56	3.53	3.28	145.30	143.11	134.17
Aircraft and parts	40.1	40.4	39.8	3.43	3.41	3.24	137.57	137.53	129.03
Motor vehicles	41.1	40.4	40.9	3.70	3.66	3.38	151.84	147.70	138.01
Assembling	42.3	41.6	41.2	4.03	4.02	3.65	170.60	167.31	150.59
Parts and accessories	40.2	39.5	40.4	3.52	3.46	3.24	141.37	136.88	130.66
Shipbuilding and repairing	39.6	40.9	42.2	3.51	3.52	3.32	139.05	144.08	140.22
Electrical products	39.1	39.6	40.2	2.94	2.91	2.70	114.89	114.95	108.59
Communications equipment	39.2	39.7	40.0	2.82	2.82	2.59	110.60	112.04	103.55
Non-metallic mineral products	42.1	41.4	43.3	3.12	3.11	2.93	131.48	128.79	127.04
Petroleum and coal products	43.0	43.3	45.7	4.21	4.26	3.79	181.23	184.37	173.33
Chemical and chemical products	41.1	40.4	40.9	3.19	3.15	2.95	130.87	127.25	120.36
Miscellaneous manufacturing industries	40.4	40.0	40.4	2.40	2.38	2.23	97.02	95.29	90.04
CONSTRUCTION	40.0	38.7	40.7	4.13	4.17	3.61	164.90	161.42	146.61
Building	38.4	38.1	38.4	4.31	4.22	3.70	165.44	160.83	142.24
General contractors	39.2	38.5	38.3	4.10	4.06	3.57	160.67	156.57	136.53
Special trade contractors	37.8	37.8	38.5	4.46	4.34	3.81	168.76	163.74	146.71
Engineering	43.4	40.5	45.2	3.78	4.03	3.44	163.72	163.06	155.26
Highways, bridges and streets	44.4	40.3	45.7	3.23	3.32	2.95	143.24	133.64	135.11
Other engineering	42.3	40.6	44.6	4.38	4.50	3.90	185.01	182.77	174.20
OTHER INDUSTRIES									
Urban transit	43.6	41.3	42.8	3.53	3.53	3.37	153.81	145.87	144.21
Highway and bridge maintenance	37.1	35.7	37.9	2.60	2.74	2.51	96.53	97.95	94.95
Laundries, cleaners and pressers	37.5	37.7	38.1	1.74	1.72	1.61	65.38	64.96	61.33
Hotels, restaurants and taverns	32.0	32.6	32.1	1.72	1.66	1.62	55.10	54.19	51.97

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968	40.3	2.58	104.00	139.7	116.2
1969	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December	37.2	2.92	108.68	146.0	113.9
1970—January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March	39.5	2.96	117.14	157.3	121.3
April*	39.8	2.99	118.84	159.6	123.2
May†	40.0	2.99	119.88	161.0	124.0

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
				$	$	$
Newfoundland	42.2	41.6	43.2	2.39	2.53	2.15
Nova Scotia	40.5	39.9	40.1	2.43	2.45	2.17
New Brunswick	41.1	40.2	40.5	2.36	2.43	2.21
Québec	40.7	40.4	41.2	2.67	2.65	2.49
Ontario	40.1	39.9	40.5	3.18	3.15	2.92
Manitoba	39.4	38.8	39.3	2.70	2.66	2.43
Saskatchewan	40.0	39.7	40.9	3.10	3.08	2.97
Alberta	39.6	39.1	39.5	3.20	3.13	2.86
British Columbia	36.4	37.3	37.8	3.67	3.67	3.42

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000

Table E-4—Benefit Payments, by Province, June 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	28,071	960,606
Prince Edward Island	2,773	82,897
Nova Scotia	34,884	1,124,401
New Brunswick	30,825	981,254
Québec	350,937	12,357,669
Ontario	400,092	13,954,757
Manitoba	40,480	1,329,811
Saskatchewan	31,802	1,074,611
Alberta	57,048	2,022,718
British Columbia	167,459	6,620,634
Total, Canada, June 1970	1,144,371	40,509,358
Total, Canada, May 1970	2,118,278	74,396,461
Total, Canada, June 1969	832,559	24,496,493

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	June 1970			June 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	138,205	100,504	37,701	91,250	67,125	24,125
Newfoundland	2,428	1,979	449	3,140	2,525	615
Prince Edward Island	405	296	109	301	233	68
Nova Scotia	3,250	2,528	722	2,862	2,060	802
New Brunswick	3,049	2,351	698	2,544	1,999	545
Québec	38,264	29,295	8,969	31,254	23,194	8,060
Ontario	52,887	35,489	17,398	32,197	23,184	8,913
Manitoba	3,479	2,761	718	2,172	1,645	527
Saskatchewan	2,446	1,921	525	1,793	1,358	435
Alberta	6,914	5,335	1,579	3,111	2,348	763
British Columbia	25,083	18,549	6,534	11,976	8,579	3,397

* In addition, revised claims received numbered 39,759.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants June 30, 1969
Canada	441,891	124,723	124,526	109,218	83,424	276,886
Male	289,643	87,673	85,400	70,161	46,409	167,770
Female	152,248	37,050	39,126	39,057	37,015	109,116
NEWFOUNDLAND	9,687	2,781	2,975	2,872	1,059	10,402
Male	7,603	2,281	2,433	2,205	684	8,563
Female	2,084	500	542	667	375	1,839
PRINCE EDWARD ISLAND	1,039	357	297	258	127	901
Male	632	259	183	152	38	552
Female	407	98	114	106	89	349
NOVA SCOTIA	12,324	3,164	3,945	3,409	1,806	11,757
Male	8,234	2,141	2,882	2,059	1,152	8,433
Female	4,090	1,023	1,063	1,350	654	3,324
NEW BRUNSWICK	11,205	3,078	3,073	3,089	1,965	9,967
Male	7,608	2,359	2,282	1,902	1,065	6,553
Female	3,597	719	791	1,187	900	3,414
QUÉBEC	138,334	27,667	37,412	37,913	35,342	95,627
Male	94,259	18,852	26,393	27,335	21,679	62,260
Female	44,075	8,815	11,019	10,578	13,663	33,367
ONTARIO	159,132	47,247	41,374	38,192	32,319	93,255
Male	93,286	30,785	24,254	22,389	15,858	51,192
Female	65,846	16,462	17,120	15,803	16,461	42,063
MANITOBA	12,295	3,497	3,390	3,284	2,124	9,017
Male	7,040	2,183	1,971	1,760	1,126	4,604
Female	5,255	1,314	1,419	1,524	998	4,413
SASKATCHEWAN	7,847	2,119	2,068	2,098	1,562	6,545
Male	4,991	1,348	1,497	1,298	848	3,694
Female	2,856	771	571	800	714	2,851
ALBERTA	19,386	7,209	6,455	4,218	1,504	9,818
Male	12,565	5,026	4,272	2,513	754	5,317
Female	6,821	2,183	2,183	1,705	750	4,501
BRITISH COLUMBIA	70,642	27,604	23,537	13,885	5,616	29,597
Male	53,425	22,439	19,233	8,548	3,205	16,602
Female	17,217	5,165	4,304	5,337	2,411	12,995

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
				(1949 = 100)				
July	168.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—July, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 70	June 70	July 69							
					(1961 — 100)					
St. John's, Nfld.	122.3	122.2	120.0	123.3	115.5	129.8	116.0	132.5	112.5	144.2
Halifax	125.2	125.3	120.4	132.0	118.3	125.0	119.1	142.0	129.8	127.6
Saint John	123.8	124.1	121.0	130.6	115.4	128.6	120.5	134.5	130.0	126.1
Montreal	125.3	125.0	122.7	129.2	117.2	123.7	125.9	131.7	139.8	128.4
Ottawa	128.5	128.4	123.8	133.6	120.3	128.7	126.2	143.2	136.5	132.2
Toronto	127.8	127.8	124.9	129.5	121.2	130.5	131.7	140.5	126.6	130.3
Winnipeg	127.3	127.6	123.7	131.6	115.5	135.5	128.7	145.7	134.6	128.8
Saskatoon-Regina	122.4	122.5	120.5	129.9	114.5	127.9	116.9	127.4	128.9	122.1
Edmonton-Calgary	125.5	125.2	122.2	129.5	119.0	126.7	121.2	143.6	134.3	124.2
Vancouver	123.6	123.8	120.0	129.6	117.9	126.8	122.5	134.2	123.5	113.5

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1969	566	595	306,799	8,057,060	0.48
*1969—August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44
May	54	101	88,938	1,263,830	0.93
June	23	94	72,736	1,112,920	0.73
July	52	119	98,037	1,153,680	0.75
August	38	111	70,835	675,320	0.46

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, August 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	23	230
Manufacturing	21	58	17,894	287,580
Construction	6	25	32,191	234,890
Transportation and utilities	2	5	15,682	78,870
Trade	4	8	334	3,200
Finance	—	—	—	—
Service	4	10	4,007	62,050
Public administration	—	4	704	8,500
ALL INDUSTRIES	38	111	70,835	675,320

Table G-3—Strikes and Lockouts, by Jurisdiction, August 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	1	125	1,070
Nova Scotia	5	13	4,005	64,990
New Brunswick	4	5	1,692	9,110
Quebec	15	32	32,432	226,140
Ontario	10	35	6,806	84,120
Manitoba	—	1	267	5,610
Saskatchewan	2	4	707	10,860
Alberta	—	1	125	380
British Columbia	2	17	9,311	189,700
Federal	—	2	15,365	83,340
ALL JURISDICTIONS	38	111	70,835	675,320

Table G-4—Strikes and Lockout/ Involving 100 or More Workers, August 1970 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	31,120	Apr. 3 —	Union recognition—
Weston Bakeries Ltd., and McGavin Toastmaster Ltd., Winnipeg, Man.	Bakery Workers Loc. 389 (CLC)	267	5,610	10,950	July 5 —	Wages, hours, other benefits—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St-Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	320	5,120	18,720	June 2 Aug. 25	Wages, hours, fringe benefits— 55¢ an hr-increase over a 2-yr contract; reduction in hours from 40 to 38¾ hours per wk. 3 mo before contract expires.
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	1,080	15,670	Feb. 27 Aug. 13	Delay in signing new agreement— 45¢ an hr. increase; other improved benefits.
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,230	15,070	Apr. 14 —	Wages, hours, working conditions—
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	10,500	41,000	May 6 —	Not reported—
La Compagnie Price Ltée., Price, Cté Matane, Qué.	Building and Woodworkers' Federation (CNTU)	266	5,320	12,230	June 25 Aug. 31	Wages, hours, fringe benefits— 70¢ an hr. increase over a period of 2 years; reduction in hours from 45 to 40 hours per wk., improved fringe benefits and security employment.
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	12,900	July 1 —	Wages, hours—
Scieries Murdock Ltée., St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,310	4,510	July 6	Wages, hours—
Rayonier Canada (B.C.) Ltd., Vancouver, B.C.	Woodworkers Loc. 217 (AFL-CIO/CLC)	450	9,450	17,550	July 10 —	Jurisdictional dispute between Woodworkers and Operating Engineers—
Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	450	4,500	4,500	July 20 Aug. 3	Not reported—Return of workers, when mediator appointed.
Skeena Kraft Ltd., Celgar Sawmill Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	382	8,020	10,310	July 24 —	Alleged grievances—
Clearwater Timber Products Ltd., Clearwater, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	170	170	170	Aug. 19 Aug. 20	Dissatisfaction with present negotiation—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
FURNITURE AND FIXTURES						
The Nortex Products Co., Toronto, Ont.	Steelworkers Loc. 6269 (AFL-CIO/CLC)	110	2,310	3,960	July 13 —	Wages—
R.C.A. Ltd., Owen Sound, Ont.	Woodworkers Loc. 2499 (AFL-CIO/CLC)	340	4,420	4,420	Aug. 13 —	Wages, seniority—
New Castle Furniture, Montreal, Qué.	Upholsterers (AFL-CIO/CLC)	100	1,100	1,100	Aug. 17 —	Not reported—
PAPER						
Pulp and Paper Industrial Relations Bureau, Various locations British Columbia	Pulp and Paper Workers various locals (Ind.)	3,908	82,070	105,520	July 24 —	Wages, hours, other benefits—
Consolidated Bathurst Ltée., Portage du Fort, Qué.	Pulp and Paper Mill Workers Loc. 420 (AFL-CIO/CLC)	355	2,840	4,620	July 25 Aug. 13	Wages, other benefits—87¢ an hr. increase over a period of 3 years; 3 weeks vacation after 5 years, one extra statutory holiday.
Cie de Papier Rolland Ltée., St-Jérôme & Mont Rolland, Qué.	Papermakers Locs. 455 & 454 (AFL-CIO/CLC)	693	14,550	16,880	July 28 —	Wages, working schedule—
Domtar Pulp & Kraft Paper, Lebel-sur-Quévillon, Qué.	Pulp and Paper Mill Workers Loc. 492 (AFL-CIO/CLC)	300	3,600	3,600	Aug. 3 Aug. 19	Wages, other benefits—Not reported.
Anglo Canadian Pulp and paper Mills Ltd., Forestville, Qué.	Pulp and Paper Mill Workers Loc. 632 (AFL-CIO/CLC)	140	2,100	2,100	Aug. 11 —	Not reported—
Prince Albert Pulp Co. Ltd., Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	325	4,230	4,230	Aug. 12 —	Wages—
Ste. Anne-Nackawic Pulp & Paper Co. Ltd., Nackawic, N.B.	Pulp and Paper Mill Workers Loc. 219 (AFL-CIO/CLC)	300	600	600	Aug. 17 Aug. 18	General working conditions—Return of workers, further negotiations.
Compagnie Gaspesia Ltée., Chandler, Qué.	Pulp and Paper Mill Workers Loc. 455 (AFL-CIO/CLC) & Papermakers Loc. 858 (AFL-CIO/CLC)	706	3,530	3,530	Aug. 25 —	Signing a new agreement—
PRIMARY METALS						
Aluminum Co. of Canada Ltd., (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	41,960	69,930	July 14 —	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
METAL FABRICATING						
R. Foisy Limitée, Montreal, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	106	1,060	5,720	June 1 Aug. 17	Wages, fringe benefits—45¢ an hr. increase over a period of 3 years; other improvements.
The Toronto Iron Works Central Bridge Div., Trenton, Ont.	Steelworkers Loc. 3599 (AFL-CIO/CLC)	187	560	560	Aug. 10 Aug. 13	Alleged dispute over non-union employees working overtime—Return of workers.
MACHINERY						
Procor Ltd., Toronto, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	303	5,150	10,600	July 10 Aug. 26	Wages—Wage increases, other improved benefits.
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	8,970	13,240	July 20 —	Wages, other benefits—
Chrysler Canada Ltd., Ajax, Ont.	Auto Workers Loc. 1090 (CLC)	450	900	900	Aug. 5 Aug. 7	Not reported—Return of workers.
Saint John Shipbuilding and Dry Dock, Saint John, N.B.	Marine Workers Loc. 3 (CLC)	800	4,400	4,400	Aug. 19 Aug. 27	Alleged dismissal of three workers—Not reported.
ELECTRICAL PRODUCTS						
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,730	11,570	Apr. 27 —	Wages, other benefits—
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	1,880	9,010	May 12 Aug. 24	Wages—11% wage increase eff. Apr. 1, 1970, 9% Apr. 1, 1971, 8% Apr. 1, 1972; 2% additional adjustment for tradesman, 3 weeks vacation after 4 years, 4 weeks after 15 years.
O. & W. Electronics Ltd., Scarborough, Ont.	I.U.E. Loc. 514 (AFL-CIO/CLC)	102	310	4,280	June 8 Aug. 6	Wages, fringe benefits—Not reported.
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	37,130	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement—
Sunbeam Corporation (Canada) Limited, Toronto, Ont.	CLC—Directly Chartered	240	1,560	1,560	Aug. 12 Aug. 21	Negotiation for a new contract—Wage increases, improved fringe benefits.
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	9,600	9,600	Aug. 13 —	Wages, fringe benefits, job security—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	1,220	1,220	Aug. 27 —	Wages—
NON-METALLIC MINERAL PRODUCTS						
Pre-Con Murray Ltd., Brampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,070	6,430	June 40	Wages—
Construction						
Electrical Contractors Assoc. of Saskatchewan Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,620	21,340	Apr. 15 —	Wages, hours—
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	380	6,510	May 25 Aug. 6	Wages—Return of workers, settlement terms not reported.
Various construction contractors, Guelph, Kitchener-Waterloo, Galt and Brantford, Ont.	Carpenters various locals (AFL-CIO/CLC)	700	4,200	22,400	June 25 Aug. 11	Wages, other matters—Wage increases, other improvements.
Various construction co., Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,000	2,700	July 9 Aug. 18	Wages—Wage increases, other improved benefits.
Metro Toronto Contracting Firms, Metro Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	385	8,090	13,420	July 10 —	Negotiation of a new contract—
Five contractor associations, Province-wide, Qué.	CNTU & QFL	25,000	130,000	284,050	July 13 Aug. 10	Wages, security of employment, seniority—Return of workers under provision of bill 38; increase of 75¢ an hr. spread over 3 years.
Various construction contractors, Guelph, Kitchener-Waterloo, Galt and Brantford, Ont.	Labourers various locals (AFL-CIO/CLC)	500	1,500	9,000	July 13 Aug. 6	Wages, other matters—$1.65 an hr. increase over a 3-yr. contracts; improved welfare benefits.
Kenny Construction Truro, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	152	3,190	3,950	July 27 —	Negotiation of a new contract—
N.S. Construction Association, Halifax, N.S.	I.B.E.W. Loc. 625 (AFL-CIO/CLC)	400	8,400	10,400	July 27 —	Negotiation of a new contract—
Metro Toronto Roadbuilders & Sewer and Watermain Assoc., Toronto, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	500	10,500	13,000	July 27 —	Negotiation of a new contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
N.S. Construction Assoc., Halifax, N.S.	Sheet Metal Workers Loc. 409 (AFL-CIO/CLC)	260	3,900	4,940	July 28 Aug. 24	Negotiation of a new agreement—$1.46 per hr. increase over thre years; other improvements.
Ellis-Don Co. Ltd., New Glasgow, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	450	9,450	10,350	July 30 —	Negotiation of a new contract—
N.S. Construction Assoc. Halifax, N.S.	Carpenters Loc. 83 (AFL-CIO/CLC)	730	10,220	11,680	July 30 Aug. 21	Negotiation of a new contract—$1.70 per hr. increase over three years; other improvements.
N.S. Construction Assoc., Halifax, N.S.	Labourers Loc. 615 (AFL-CIO/CLC)	1,300	26,000	27,300	July 31 Aug. 31	Negotiation of a new agreement—$1.70 an hr. increase over three years; other improvements.
Acadia Construction Ltd., Bridgewater, N.S.	Unorganized	130	130	130	Aug. 3 Aug. 4	Negotiation of a new agreement—Return of workers.
Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	8,250	8,250	Aug. 10 —	Wages, other benefits—
Nova Scotia Construction Assoc., Various locations Halifax Metro, N.S.	International Operating Engineers Loc. 721 (AFL-CIO/CLC)	300	2,100	2,100	Aug. 21 Aug. 31	Wages, other benefits—$1.80 per hr. increase over three years; other improved benefits.
Croft Metals, Halifax, N.S.	Painters Loc. 1439 (AFL-CIO/CLC)	100	100	100	Aug. 31 —	Wages—
Transportation and Utilities						
TRANSPORTATION						
*A. G. Baker Ltd. & four stevedoring companies, Quebec City, Qué.	I.L.A. Locs. 1958, 1605 & 1739 (AFL-CIO/CLC)	135	2,970	2,970	July 2 Aug. 1	Management rights, job security —Return of workers.
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	15,120	76,970	212,510	May 26 —	Wages, job security, other benefits.
Island Telephone Co. Ltd., Charlottetown, Summerside and other locations, P.E.I.	I.B.E.W. Loc. 1030 (AFL-CIO/CLC)	125	1,070	1,960	July 22 Aug. 13	Wages—Weekly increases from $7.50 to $16. over 21 months.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
POWER, GAS AND WATER						
New Brunswick Electric Power Commission, Fredericton, N.B.	I.B.E.W. various locals (AFL-CIO/CLC)	400	400	400	Aug. 17 Aug. 18	Alleged grievances—Return of workers, grievances to be discussed.
Service						
EDUCATION						
Selkirk College and four District schools, West Kootenanay and Boundary districts, B.C.	Public Employees various locals (CLC)	168	490	490	Aug. 31 —	Wages, other matters—
HEALTH AND WELFARE						
Several hospitals (private) (54 hospitals) Province-wide, Québec	Service Employees Federation (CNTU)	2,300	31,210	133,730	May 31 Aug. 20	Wages in a new contract—Wage increases over a 3-yr. contract.
PERSONAL SERVICES						
British Columbia Hotels Association, Various locations, British Columbia	Hotel Employees Locs. 28 & 835 (AFL-CIO/CLC)	1,180	26,130	69,520	June 8 —	Wages—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,100	16,000	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Moncton, Moncton, N.B.	Public Employees Loc. 51 (CLC)	160	3,360	11,520	May 21 —	To hold a study session—
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	1,430	17,490	May 29 Aug. 7	Wages, working conditions, fringe benefits—25¢ an hr. increase retroactive Feb. 1, 1970, 18¢ Feb. 1, 1971; 8¢ an hr. increase for each classification in 1971.
City of Penticton Penticton, B.C.	Public Employees Loc. 608 (AFL-CIO/CLC)	170	3,570	10,540	June 4 —	Wages—

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During the Second Quarter of 1970

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Not Specified	Total	Per Cent of Total
By Industry* and Age Group														
14-19	—	2	—	—	—	4	—	—	—	—	—	—	6	3.8
20-24	—	—	—	3	3	4	2	—	—	1	3	—	16	10.2
25-34	—	4	—	6	4	2	10	3	—	—	1	1	31	19.7
35-44	—	2	—	—	9	12	6	1	1	1	2	—	34	21.7
45-54	1	4	—	3	10	8	8	1	—	—	3	—	38	24.2
55-64	—	1	—	3	2	4	4	—	—	—	4	—	18	11.5
65 and over	—	—	—	4	1	—	—	1	—	—	—	—	6	3.8
Not Given	—	—	8	—	—	—	—	—	—	—	—	—	8	5.1
Total	1	13	8	19	29	34	30	6	1	2	13	1	157**	100.0
By Industry and Occupation†														
Farmers (a)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b)	—	9	—	—	—	—	—	—	—	—	—	—	9	5.7
Fishermen (c)	—	—	7	—	—	—	—	—	—	—	—	—	7	4.5
Miners (d)	—	—	—	17	1	—	—	—	—	—	—	—	18	11.5
Craftsmen (e)	—	1	—	2	14	20	10	1	—	—	5	—	53	33.8
Labourers (f)	—	—	—	—	7	8	—	1	1	1	4	—	22	14.0
Transport (g)	—	1	1	—	2	2	15	2	—	1	2	—	26	16.6
Managerial	—	2	—	—	2	1	2	2	—	—	—	—	9	5.7
Professional (h)	1	—	—	—	1	3	1	—	—	—	—	—	6	3.8
Clerical	—	—	—	—	1	—	—	—	—	—	—	—	1	0.6
Sales	—	—	—	—	1	—	—	—	—	—	—	1	2	1.3
Service (i)	—	—	—	—	—	—	2	—	—	—	2	—	4	2.5
Total	1	13	8	19	29	34	30	6	1	2	13	1	157**	100.0
By Industry and Type of Accident‡														
Struck by objects (j)	—	4	—	3	6	7	2	—	—	—	1	—	23	14.7
Falls and slips (k)	—	1	8	4	5	10	7	2	—	—	5	—	42	26.7
Collisions, derailments (l)	—	4	—	1	7	5	15	3	—	1	2	1	39	24.8
Caught in, on, between (m)	—	2	—	4	5	5	—	1	—	—	1	—	18	11.5
Inhalations (n)	—	—	—	4	3	1	1	—	—	—	1	—	10	6.4
Conflagration (o)	—	—	—	3	—	2	—	—	—	1	—	—	6	3.8
Electric current (p)	1	1	—	—	2	4	5	—	—	—	—	—	13	8.3
Over-exertion (q)	—	—	—	—	—	—	—	—	—	—	1	—	1	0.6
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	1	—	—	1	—	—	—	1	—	2	—	5	3.2
Total	1	13	8	19	29	34	30	6	1	2	13	1	157**	100.0
Per Cent of Total	0.6	8.3	5.1	12.1	18.5	21.7	19.1	3.8	0.6	1.3	8.3	0.6	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

** Of these totals, 132 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 25 were obtained from other sources.

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